

Integrity Policy

1. Preamble

At Abet Management Consulting Private Limited., we are committed to upholding the highest standards of integrity in every aspect of our business. This policy reflects our dedication to making honest, transparent, and ethically sound decisions across all areas of our operations. Integrity is a core value at our organization, and we believe it is essential for building trust with our stakeholders, including clients, employees, and collaborators. We ensure that all actions, decisions, and interactions are guided by principles of honesty, accountability, and ethical conduct. Our commitment to integrity requires us to act responsibly, maintain transparency, and adhere to high ethical standards in all business dealings. By fostering a culture of integrity, we strengthen our reputation and ensure long-term success built on trust and respect.

2. Purpose

The purpose of this Policy is to establish a comprehensive framework that outlines the core principles and best practices essential to maintaining ethical conduct across all aspects of our business. This policy reinforces our unwavering commitment to upholding the highest standards of ethical behaviour, promoting openness in decision-making, and ensuring that all actions within the company reflect our core values.

By clearly defining the expectations for integrity, the policy provides a strong foundation for preventing misconduct, conflicts of interest, and any form of unethical behaviour. It is designed to guide employees, management, and stakeholders in making responsible and fair decisions, fostering a culture rooted in mutual trust, respect, and fairness. Through this policy, our organization strives to ensure that every business interaction is conducted with honesty and fairness, helping us to build and maintain strong, positive relationships with clients, and all those we engage with. By adhering to these principles, we aim not only to safeguard the company's reputation but also to contribute to a sustainable business environment where ethical practices are consistently upheld, ensuring the long-term success and trust of our stakeholders.

3. Policy Statement

Abet Management Consulting Private Limited is dedicated to honesty, fairness, and transparency, ensuring that all decisions and actions reflect ethical leadership, accountability, and a commitment to continuous improvement in integrity standards.

- **Core Values:** Our organization is committed to fostering a culture of honesty, fairness, and respect, ensuring that all decisions and actions reflect these principles.
- **Ethical Leadership:** Integrity is the foundation of every decision and interaction within the company. Leaders are expected to set the standard and lead by example in promoting ethical conduct.
- **Commitment to Transparency:** We prioritize clear, open communication both internally and externally, ensuring that our actions and decisions are fully aligned with our stated values and objectives.
- **Responsibility for Conduct:** Every individual at our organization is personally accountable for their actions and behaviour, ensuring they act in a manner that reflects the company's commitment to ethical standards.
- **Integrity in Business Relationships:** We are committed to building strong, transparent, and respectful relationships with all stakeholders, ensuring that all interactions are guided by integrity and fairness.
- **Continuous Improvement:** We strive to continuously improve our policies, practices, and culture to maintain the highest standards of integrity across all operations.

4. Guiding Principles

At Abet Management Consulting Private Limited, our Integrity Policy is guided by the following principles:

- **Shared Responsibility:** Our organization is responsible for maintaining a safe, respectful workplace where issues can be raised without fear, and conflicts are resolved constructively.

- **Stakeholder-Centeredness:** We prioritize the well-being and wishes of those affected by misconduct, offering support and respecting their decisions while ensuring safety.
- **Empathy and Support:** We take all reports seriously, providing support to those affected and witnesses, especially in cases of potential retaliation.
- **Confidentiality:** We ensure confidential reporting channels and handle information carefully, sharing details only on a need-to-know basis or when required by law.
- **Openness and Clarity:** We commit to transparency about how cases are handled while respecting confidentiality and legal requirements.
- **Professionalism:** All individuals handling integrity issues will be trained to act responsibly, ensuring fairness and due process.

5. Applicability

This policy applies to all projects, operations, and associated networks of Abet Management Consulting Private Limited. We reaffirm our unwavering commitment to maintaining the highest standards of integrity across all areas of our business. This policy emphasizes the company's responsibility to foster ethical conduct, transparency, and accountability in every decision and action, nurturing a culture of fairness and trust.

6. Ethical Standards and Compliance Obligations

Abet Management Consulting Private Limited upholds the highest ethical standards by ensuring compliance with laws, conflict of interest policies, data privacy regulations, and anti-corruption measures, fostering transparency and integrity in all business dealings.

- **Compliance with Laws and Regulations**
 - The organisation must adhere to industry-specific regulations, including data protection, financial disclosures, and workplace safety standards, is required.
 - Employees must be familiar with and adhere to all internal company policies and procedures.
- **Conflicts of Interest**
 - Abet Management Consulting Private Limited is committed to upholding the highest standards of integrity, honesty, and ethical conduct in all of its business dealings and operations.
 - All actions and decisions made on behalf of Abet Management Consulting Private Limited must be free from fraud, misrepresentation, or deception and align with accepted professional standards and ethical principles.
 - The organization will not allow the misuse of its position or influence to pursue personal interests that could conflict with its objectives or harm its reputation.
- **Confidentiality**

Abet Management Consulting Private Limited is committed to protecting confidential and proprietary information related to the company, its stakeholders, and business partners, ensuring that all sensitive data is safeguarded.
- **Fair Dealing**
 - The organization is committed to acting honestly and ethically in all interactions with customers, suppliers, competitors, and stakeholders, ensuring transparency and fairness in every business relationship.
 - Misrepresentation, fraud, and deception are strictly prohibited, and organization will not tolerate any form of dishonest conduct that compromises the company's values and reputation.
 - The organization is dedicated to maintaining fair competition and upholding the highest standards of integrity in all business activities, ensuring that all actions are aligned with ethical principles and legal requirements.
- **Data Privacy and Confidentiality**
 - Abet Management Consulting Private Limited is dedicated to safeguarding confidential and proprietary information pertaining to the company, its stakeholders, and business

partners, ensuring that all sensitive data is protected and handled with the highest level of security.

- Adhere to all applicable privacy laws, regulations, and rules in the jurisdictions where we operate.
- **Equal Opportunity and Respectful Workplace**
 - Provide equal employment opportunities and maintaining a workplace free from discrimination.
 - Prohibit discrimination based on race, gender, age, sexual orientation, disability, and other protected characteristics.
- **Sexual Harassment**
 - Zero-tolerance policy towards harassment, including sexual harassment and bullying, ensuring that all employees are entitled to a respectful and dignified work environment.
 - Harassment, whether verbal or physical, that offends, denigrates, or belittles any individual based on race, colour, religion, national or ethnic origin, age, gender, sexual orientation, disability, pregnancy, or other protected characteristics, is strictly prohibited. This includes inappropriate images, offensive jokes, comments, or demeaning behaviour.
- **Health, Safety, and Environment**
 - The organization is committed to ensuring a safe and healthy working environment by complying with all relevant health and safety regulations.
 - We are committed to minimizing our environmental impact by adhering to sustainable practices.
- **Corruption**
 - In our organization, we maintain a strict zero-tolerance policy against all forms of corruption, including bribery and unethical financial practices. Employees, associates, and affiliates must not offer, solicit, or accept bribes or any form of illicit benefit.
 - Our organization prohibits accepting or offering gifts, favours, or benefits that could influence business decisions or create conflicts of interest. Any gifts received must be of modest value and reported according to company guidelines.
- **Whistle Blower Protection**
 - Whistleblowers will have the option to remain anonymous when reporting an incident.
 - The organisation will not make any efforts to ascertain the identity of an anonymous whistleblower.
 - If the identity of a whistleblower becomes known during an investigation, the organisation will take all reasonable measures to keep the whistleblower's identity confidential, except where disclosure is required by law or in legal proceedings.
 - It is important to note that protection under this mechanism does not extend to safeguarding against disciplinary action resulting from false allegations made by the whistleblower.

7. Diversity, Equality and Inclusion

Abet Management Consulting Private Limited is committed to promoting equality, valuing diversity, and fostering an inclusive workplace where every individual is treated with respect, fairness, and equal opportunity, free from discrimination or bias.

- **Commitment to Diversity:** We celebrate and values the unique differences of each individual, including race, gender, age, disability, ethnicity, sexual orientation, socioeconomic background, religion, and cultural identity.
- **Promoting Equality:** We provide equal opportunities for all employees, applicants, and stakeholders, ensuring fair treatment, and removing barriers to growth and advancement.
- **Fostering Inclusion:** Our organization strives to create an inclusive workplace where everyone feels respected, supported, and able to contribute their authentic selves without fear of discrimination or exclusion.

8. Roles and Responsibilities

The Board of Directors, employees, suppliers, and management are collectively responsible for upholding ethical standards, ensuring integrity in decision-making, and fostering a culture of accountability across all business operations.

a. Executive Team:

- Overall responsibility over integrity management.
- Overall accountability of Integrity cases, specifically interpersonal & safeguarding cases.
- As a member or the chair of the decision committee, take decisions in disciplinary measures.

b. All Employees:

- Read and adhere to with Abet Management Consulting Private Limited's Integrity Policies and Code of Conduct.
- Be accountable for own actions.
- Apply Core Values in everyday work.
- Report integrity concerns.
- Self-disclose potential Conflicts of Interest and any previous misconduct.

c. Suppliers and Collaborators: We encourage, and where applicable, requires suppliers and collaborators to align their operations with the company's integrity standards. We expect them to uphold ethical practices, transparency, and accountability, ensuring that all business activities conducted on behalf of Abet Management Consulting Private Limited are consistent with our commitment to integrity and ethical conduct.

9. Communication and Training

- **Policy Awareness:** This policy shall be communicated internally through orientation sessions, trainings, the company intranet, and other relevant channels. It will also be made publicly available.
- **Staff Training:** All employees, including new hires, will receive training on ethical practices, the company's integrity standards, and the implementation of this policy to ensure that everyone understands and upholds the company's commitment to integrity.

10. Review and Amendments

This Integrity Policy will be reviewed at least annually—or sooner, if necessary—to ensure it remains current, effective, and aligned with evolving ethical standards, industry best practices, and relevant legal regulations. The policy will also consider new developments in ethical conduct, emerging challenges, and advancements in integrity management.

Whenever updates or modifications are made to the policy, Abet Management Consulting Private Limited will ensure that these changes are clearly communicated to all employees, subsidiaries, contractors, and relevant stakeholders, fostering a shared understanding, promoting compliance, and reinforcing the company's commitment to upholding the highest standards of integrity.

11. Approval and Implementation

This policy has been reviewed and approved by Abet Management Consulting Private Limited management. It enters into effect as of the date indicated and shall remain in force until reviewed or amended.