

## Code of Ethics

### **Introduction**

At Mid India Civil Erectors Pvt Ltd, we are committed to conducting business with the highest standards of integrity, professionalism, and ethical conduct. This Code of Ethics serves as a guideline for our employees, partners, and stakeholders to ensure our actions align with our core values and legal obligations.

### **Core Values**

At Mid India Civil Erectors Pvt Ltd, our core values guide every aspect of our operations and interactions. Integrity is fundamental to our ethos; we act with honesty and transparency in all our dealings, ensuring that our communications are truthful and our actions align with our words, fostering trust and confidence. Respect is central to our workplace culture; we treat everyone with dignity, courtesy, and fairness, acknowledging the inherent worth of every individual and fostering an inclusive environment where diversity is valued.

Our commitment to excellence drives us to strive for continuous improvement and exceptional results; we embrace new technologies and best practices, encourage creativity and innovation, and consistently deliver outcomes that reflect our high standards.

Accountability is embedded in our actions; we take ownership of our decisions and their outcomes, communicate openly about our progress and challenges, and learn from our mistakes to foster personal and organizational growth.

Together, these values ensure that we act ethically, responsibly, and with a relentless focus on quality and customer satisfaction, maintaining the highest standards of professionalism in all our endeavours.

### **Ethical Principles**

#### **1. Compliance with Laws and Regulations**

At Mid India Civil Erectors Pvt Ltd, our core values guide our operations. We act with honesty and transparency in all dealings and adhere to all applicable local, national, and international laws, regulations, and industry standards, ensuring necessary permits, licenses, and approvals are obtained and maintained.

#### **2. Professional Conduct**

We maintain professionalism in all interactions with customers, colleagues, competitors, and the public. We avoid conflicts of interest and disclose any potential conflicts to the appropriate authority. We provide accurate, truthful, and complete information in all professional communications and documentation.

#### **3. Respectful Workplace**

We foster a diverse and inclusive workplace, promoting respect for all employees, regardless of race, ethnicity, religion, gender, sexual orientation, age, disability, or other protected characteristics. We strictly prohibit discrimination, harassment, and bullying. Our Equal Opportunities Policy ensures fair

treatment and career advancement for all. We are committed to maintaining a safe and healthy work environment for everyone.

#### **4. Integrity in Financial Practices**

We ensure transparency in all financial transactions and reporting, providing clear and honest accounts of our financial activities. We strictly prohibit any form of fraud, bribery, or corruption, upholding the highest standards of ethical conduct in all our financial dealings.

#### **5. Use of Company Resources**

We use company resources responsibly and efficiently to prevent waste and misuse, while also safeguarding company property and confidential information. We strictly avoid using company resources for personal gain, ensuring they are used solely for business purposes that benefit our operations and stakeholders.

#### **6. Intellectual Property**

We respect the intellectual property rights of others, including copyrights, patents, and trademarks, ensuring that we do not infringe upon or misuse protected works. We also protect our own intellectual property by securing proper legal ownership of our creations and innovations, safeguarding them from unauthorized use or reproduction.

#### **Conclusion**

This Code of Ethics is a living document that reflects our commitment to ethical conduct and continuous improvement. All employees, partners, and stakeholders are expected to adhere to these principles and contribute to upholding the integrity and reputation of Mid India Civil Erectors Pvt Ltd.