

Code of Ethics

Effective from : 1st September, 2025

Policy Number : HR/Policy/2025/005

Approved by : Managing Director

Purpose

This Code of Ethics outlines the values, principles, and standards of conduct that guide the actions and decisions of all employees, management, and stakeholders of TNBi Industries Private Limited. As a manufacturer of Air Pollution Control Systems, we recognize our responsibility to society, the environment, our customers, and our employees in promoting sustainable and ethical business practices.

Ethical Principles.

a. Environmental Responsibility

- Ensure our products and operations comply with all applicable environmental laws and standards.
- Promote cleaner technologies and solutions to minimize emissions and protect air quality.
- Continuously improve manufacturing processes to reduce waste, energy use, and carbon footprint.

b. Business Integrity

- Avoid getting involved in any act or conduct of bribery, corruption, and / or any unfair business practices.
- Engage with suppliers, contractors, and partners who share our commitment to ethical and sustainable practices.
- Maintain accurate records, reporting, and communications with all stakeholders.

c. Employee Conduct

- Uphold workplace safety with importance and priority, ensuring a secure and hazard-free environment.
- Prohibit any form of discrimination, harassment, or unfair treatment.

TNBI Industries Private Limited

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- Encourage teamwork, diversity, and equal opportunities for growth.
- Protect confidential company information and intellectual property, in all forms and at all conditions.

d. Customer Commitment

- Deliver high-quality, safe, and reliable air pollution control products and solutions.
- Be transparent in product performance, service commitments, and warranties.
- Respect customer data and maintain confidentiality of the same.

e. Community & Society

- Support initiatives that promote clean air, public health, and sustainable development of the society as a whole.
- Operate as a responsible corporate citizen, respecting local communities and their well-being.
- Foster open communication with stakeholders regarding environmental and social impact.

Compliance and Reporting

- All employees are expected to read, understand, and comply with this Code of Ethics.
- Any violations or concerns should be reported to management or the designated compliance officer without fear of retaliation.
- Breaches of this Code may result in disciplinary action, including termination, as per company policy.

Commitment

By upholding this Code of Ethics, TNBi Industries Pvt. Ltd. reaffirms its dedication towards ethical conduct, environmental responsibility, and the long-term sustainability of our industry, communities, and planet.