

BUSINESS ETHICS AND SOCIAL RESPONSIBILITY POLICY

MODICON's priorities for social responsibility include labour, human rights, diversity disaster response and community involvement.

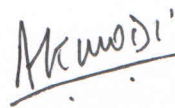
MODICON IS COMMITED :-

- **To conduct its business in an ethical manner and shall refrain from all forms of corruption.**
- **To designate fixed part of the business income for the upliftment of the less fortunate.**
- **To be responsible towards our environment and will strive to use resources in a responsible manner for a safer & sustainable future.**
- **To abide by the local laws of labor & wage regulations, child labor and other applicable rules & regulations and also the Fundamental Human Rights Conventions of International Labour Organization.**
- **Not to employ workers below 18 years or legal limit set by the Government of the country (whichever is Minimum).**

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- **Not to engage pregnant female worker in heavy and/or dangerous/ hazardous work and also to comply to maximum hours of work and breaks as set out by the local government for pregnant/ Nursing Mothers - female workers.**
- **Not to employ forced labor or lodge deposits or identification papers during recruitment. Employee shall be able to retrieve identification papers at any time. There will not be any unfair loans to workers. That is: Deception in wage payment, wage advances, and loans to employees will not be used as a means to bind workers to employment. Advances and loans, and deductions from wages made for their repayment, shall not exceed the limits prescribed by national law. Workers shall be duly informed of the terms and conditions surrounding the granting and repayment of advances and loans.**
- **To practice equal opportunity and avoid discrimination based on gender, religion & race and not tolerate indecent behavior including sexual harassment or discrimination against women.**

Mumbai
June , 2013


Amit K Modi
Director