

# Core Value Pledge

I, Hema N, employee of IMSPL with employee ID IF0003, stand committed towards imbining and demonstrating IMSPL's core values consistently. My personal values shall remain subordinate to IMSPL's core values. When in doubt about the demonstration or application of an IMSPL corevalue in any situation, I shall approach my supervisor/management for advice and guidance.

By signing the individual statements below, I commit to imbibe and demonstrate core values while performing the roles and responsibilities I have been entrusted with. I am aware that there will be consequences to non-adherence, especially that breach of personal integrity implies separation from IMSPL.

## A. Personal Integrity

I shall always do the right things for IMSPL by demonstrating personal integrity consistently when dealing with stakeholders of IMSPL. Stakeholders include colleagues, customers, vendors and other people/organizations that interact with IMSPL for business or social reasons.

1. I shall be honest and ethical in all dealings with IMSPL's stakeholders.
2. I shall obey the laws of the land where IMSPL operates from.
3. I shall be transparent and fair in all my dealings with stakeholders of IMSPL.

## B. Team Integrity

I shall consistently collaborate for the success of my team and cross-functional teams by demonstrating team integrity in true spirit. Collective success is more important than my personal success.

1. I shall build relationships based on trust and shall carry out work that has been entrusted to us as a team and as an organization.
2. I shall respect my colleagues unconditionally and shall refrain from being judgmental.
3. I shall collaborate with all my peers across IMSPL for their success, leading to organizational success.
4. I shall set high standards of performance for myself and my team, shall provide timely feedback and shall be less tolerant to low performance.
5. I shall treat merit as the criterion when deciding or influencing rewards and when implementing organizational policies.

## C. Innovative Spirit

I am proud of the fact that IMSPL has grown and has created a significant social impact by continuously investing in new ideas, technologies and processes as deemed fit for continuously evolving markets and expectations. In this regard, I shall demonstrate my innovative spirit by encouraging new ideas and by being constantly aware of current and upcoming technologies and processes while performing my role in the organization.

1. I shall remain focused on making improvements to technologies and processes to carry out work expected of me and my team.

2. If I should come across an opportunity worthy of organizational assessment for investment, I shall bring it to the attention of my supervisor/management.

#### **D. Professionalism**

Guided by a sense of pride in self and work, I shall demonstrate individual professional behaviour on all occasions in order to ensure collective results for IMSPL.

1. I shall meet all commitments made to internal and external customers. I shall walk that extra mile too, if need be, to meet commitments.

2. I shall respond to my internal and external customers with a sense of urgency.

3. I shall take responsibility and be accountable for my commitments and actions in order to meet my individual and collective goals.

4. I shall learn from failures and shall strive to bring improvements to my work in order to avoid recurrence of mistakes.

5. I shall manage my time and priorities while respecting the time and priorities of my colleagues and customers.

After having read and agreed to each statement hereinabove, I hereby commit to demonstrate IMSPL's core values with this sign-up.