# Birlasoft Code of Conduct & Ethics

This document provides an overview of Birlasoft’s Code of Conduct & Ethics, based on publicly available information and company policies. It outlines the ethical, legal, and professional standards expected from employees, vendors, and other stakeholders.

## 1. Code of Business Ethics and Conduct Policy

Birlasoft maintains a formal Code of Business Ethics and Conduct, applicable to all employees, board members, and vendors. It ensures that operations adhere to principles of integrity, fairness, and compliance with laws and regulations.

## 2. Code of Ethics, Conduct & Professional Responsibility

- Compliance with all applicable laws, including labor, safety, environment, taxation, and data protection.  
- Integrity, fairness, and accountability in all stakeholder dealings.  
- Zero tolerance for bribery, corruption, falsification of documents, or concealment of information.  
- Intellectual property created during employment belongs to Birlasoft or its clients.  
- Employees must avoid unauthorized communication on behalf of Birlasoft on public platforms; personal views must be clearly identified.

## 3. Fair Disclosure and Insider Trading

Birlasoft enforces a Code of Conduct for Fair Disclosure of Unpublished Price Sensitive Information (UPSI) in compliance with SEBI regulations. This ensures transparent, fair handling of insider information and prevents misuse.

## 4. Vigil Mechanism (Whistleblower Policy)

Birlasoft has a Whistleblower Policy to enable employees and stakeholders to report unethical practices securely and anonymously. This mechanism guarantees confidentiality and protection against retaliation.

## Summary of Key Principles

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| Theme | Highlights |
| Ethical Behavior | Integrity and fairness in all actions |
| Legal Compliance | Adherence to laws on labor, tax, safety, environment, and IP |
| Anti-Corruption | Zero tolerance for bribery, document falsification, misuse of policy |
| IP Ownership | All creations during employment belong to Birlasoft or clients |
| Insider Trading | Guidelines under SEBI/PIT norms for sensitive information |
| Whistleblower | Anonymous channels to report misconduct |
| Social Media Use | Employees must avoid misrepresenting Birlasoft publicly |