

# ***Bata*** Certificate of Ethics Acknowledgement



1. I have read and understood the Bata Code of Ethics.
2. I have no conflict of interest with any company within the Bata India Ltd. and I do not otherwise contravene the Code of Ethics.
3. In any situation in which I am uncertain whether I am in a conflict of interest with any company within Bata India Ltd. or if I am uncertain whether I otherwise contravene the Code of Ethics, I will immediately notify my manager or HR about the same.
4. I realize that adherence to the Code of Ethics is a condition of my employment.

**Name - Rajan Pichai**

**Region - Pune**

**Designation - Player**

**Date - 2023-11-15**

**Department - India**

Conducted by bata Training academy

## ***Bata***

