

DECLARATION OF COMPLIANCE WITH THE CODE OF ETHICS AND PROFESSIONAL CONDUCT

I the undersigned, _____, acknowledge that I have read and understood the NEC's Group (NEC groups CoC) & NEC India's Code of Conduct and all other in-house policy (ies).

I hereby undertake that:

- ☐ I shall promote a healthy and safe working environment which is free from any form of harassment or discrimination to any caste creed religion sex nationality etc. I shall treat all stakeholder with fairness, respect and integrity.
- ☐ I will adhere to the highest standards of ethical conduct in business activities. I shall refrain from making or receiving any payment that could amount to bribe or corruption.
- ☐ I shall protect all company's assets and confidential information and use them only in connection with the business of the company in accordance with applicable laws, rules and regulations.
- ☐ I shall not misuse company's electronic mail and internet system and other infrastructure facility.
- ☐ During employment with NEC India, I shall not undertake any secondary job or enter into any business.
- ☐ I shall report honestly all facts and figures and not present any document and data which is incorrect. I shall uphold the interest of the Company in all the possible manner.
- ☐ I shall always work, both for the benefit and reputation of the company.
- ☐ I shall always conduct business of the company in full compliance of all applicable laws, rules and regulations.

I agree to notify my reporting manager, or BU HR or the Compliance Officer if I become aware of any contraventions of the Code during the course of my employment with NEC India. I understand that failure to observe or comply with this Code could result in disciplinary action, including termination of employment with immediate effect.

Signature: _____

Name: _____

Date of joining: _____

Job Title: _____

Date: _____