**CODE OF BUSINESS ETHICS**

All employees of NeST Digital Private Limited (Formerly NeST Information Technologies Pvt. Ltd.) are requested to observe the highest standards of ethics and integrity in their conduct. The employees have to follow a basic code of ethical business behaviour, which includes among others the following.

1. Complying with all applicable laws in force and those that are amended or framed hereafter.
2. Faithfully carrying out the company policies, rules, regulations, and contracts.
3. Dealing honestly, faithfully and fairly with customers, clients, co-workers, supervisors, company management and the general public.
4. Respecting the company’s ownership of all company machineries, equipment, supplies, products, raw materials, books, records and proprietary informations and to abide by the confidentiality agreement.
5. Preserving the confidentiality of the company’s trade secrets, customer lists, plans and decisions, clients, confidential information about employees and any other information that are not required to be made public.
6. Understanding that books and records are company’s property and that it is illegal to remove them. This includes manuals, lists, records, floppies, cassettes and other information that employees use in their daily work,
7. Declining any gifts, gratitude’s or payment offered by anyone with whom the company does business. This includes offers of free services, travel, or merchandise. Borrowing from such sources is absolutely prohibited. Only token gifts, including imprinted pens or calendars and unsolicited gifts worth less than Rs.500/- may be accepted once a year.
8. Disclosing any outside financial interests by the employee and his / her immediate dependants that might influence an employees decisions or actions on the job, including interests in suppliers, customers, clients, or competitors.. employees should not acquire such interests except for publicity traded securities in which the employee owns less than 1% interest.
9. Not accepting any outside employment with a supplier, customer, client or competitor or any other employment that could interfere with his responsibilities to the company. Any employment with any person or business that has business with or competes with the company must be approved in writing by the Authorised Signatory including the acceptance of directorships, honoraria for speeches, classes, seminars etc. or consulting fees.
10. Not using information or authority derived from the employment with the company for personal gain for self or any dependent family member.

This is only an illustrative list but not an exhaustive one and hence each situation will be considered on its merits, from time to time.

I have read of the Code of Business Ethics and fully understand my obligations and responsibilities as outlined herein and agree to abide by it during the course of my employment.

Employee : Arun George Saji

Date : 15-04-2024