

	Sustainability Policy (Governance , Social)	Document No.	MECPL/Policy/ HR/ 21
		Rev. No.	00
		Rev. Date	01-12-2016

This Policy shall be called **“MECPL Sustainability Policy”**. The company reserves the right to cancel or amend all or any part of Policy and issue supplementary rules at any stage.

OBJECTIVE:

This policy sets out commitments in relation to Sustainability and Good Governance to generate value in the short and long term for shareholders, customers, suppliers and other stakeholders. This policy applies to all employees, of all the companies of the Maxop Group.

Commitments

Maxop establishes the following commitments in relation to **“Sustainability”** and good governance:

- Strengthening its management systems by means of responsible practices in key areas such as the prevention of illegal conduct, conduct and entrustment, Labours related (child / bounded labors / Involuntary Prisons/ trafficked / slave) respect for human rights and diversity, among others, in a bid to achieve excellence and improve the results of investors, customers, suppliers, employees and society in general.
- Establishing procedures for relations, dialogue and participation in connection with the local area, in order to facilitate social acceptance and integrate Maxop in the communities in which it operates.

Maxop also establishes the following specific commitments in connection with **“Good Governance”**:

- Maximizing on a sustained basis, the Company’s value, and shareholders’ interests.
- Ensuring the good proceeding, through data based decision making & professional team approach, as well as company to the internal and external regulation.
- Complying with the best practices in corporate governance, particularly those related to: boosting diversity, recruiting, training and independence of the auditor.

Maxop also establishes the following **“Social Responsibility Commitments”**:

- Preventing occupational hazards by addressing employee health and safety in the work place.
- Demanding observance of and compliance with the Code of Conduct by employees, and by parties dealings with the company in its various relationships.
- Protecting the human rights of employees, of those working with the company and of those who are affected by its activity.

Maxop establishes the following commitments in connection with **“Environmental Responsibility”**:

- Combating climate change through efficient use of energy.

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- Minimizing the adverse environmental impacts arising from our activities in terms of atmospheric pollution, generation of waste, noise, dumping and spillages, water consumption and impacts on biodiversity.



Mitesh Gera

COO