



Effective Date: January 6th, 2025

At Solution Control Systems, we are committed to conducting our business with the highest ethical standards. This Code of Conduct provides clear guidance for our employees, contractors, and partners, ensuring we act with integrity, respect, and responsibility. Our shared commitment to ethical behavior creates a workplace rooted in trust, accountability, and professionalism.

Core Values

We are guided by the following values, which upholds our business practices:

- Integrity – We act honestly, fairly, and transparently.
 - Respect – We embrace diversity, treat everyone with dignity, and foster an inclusive environment.
 - Excellence – We strive for continuous improvement and superior results.
 - Sustainability – We are committed to environmentally responsible operations.
 - Accountability – We take ownership of our actions and their impact.
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Ethical Business Practices

- Honesty & Transparency: Always provide clear, truthful, and accurate information in all communications.
 - Conflict of Interest: Avoid situations where personal interests conflict or appear to conflict with company interests. Disclose any such conflicts to management immediately.
 - Fair Competition: Compete lawfully and fairly, following all antitrust and competition regulations.
 - Anti-Corruption: Do not engage in bribery or unethical practices. All dealings must be lawful, transparent, and ethical.
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Respect and Equal Opportunity

- **Diversity and Inclusion:** We embrace diversity and are committed to providing equal opportunities in all aspects of employment. Discrimination based on race, color, religion, gender, sexual orientation, age, disability, or any other characteristic protected by law is not tolerated.
 - **Harassment-Free Workplace:** We are committed to maintaining a work environment free from harassment or bullying. Employees must always treat one another with dignity and respect.
 - **Work-Life Balance:** A healthy balance between work and personal life is essential for productivity and well-being. We encourage employees to maintain a healthy work-life balance, promoting both physical and mental well-being.
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Environmental Responsibility

- **Sustainable Practices:** Reduce energy use, waste, and emissions. Follow all environmental policies and procedures.



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- **Resource Conservation:** Use company resources efficiently and responsibly. Reduce waste, conserve energy, reuse and recycle wherever possible.
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Confidentiality, Privacy and Data Protection

- **Confidential Information:** Protect all proprietary information, including financial data, customer details, trade secrets, intellectual property, and business strategies.
 - **Data Protection:** We are committed to complying with data protection laws and regulations. Employees should respect the privacy of individuals and handle personal information responsibly.
 - **Privacy Compliance:** Handle all personal and sensitive data in accordance with applicable privacy laws and internal policies.
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Health and Safety

- **Workplace Safety:** We are committed to providing a safe work environment. Employees must adhere to all health and safety guidelines, report hazards, near misses and unsafe behaviors.
 - **Employee Well-Being:** We support the health, safety, and well-being of our employees. All workers have the right to work in an environment that promotes personal well-being and safety, and any concerns regarding workplace safety should be reported without hesitation.
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Legal and Regulatory Compliance

- **Legal Compliance:** Comply with all relevant laws, including labor standards, environmental regulations, and industry-specific policies.
 - **Reporting Violations:** Employees are encouraged to report any violations of this Code of Conduct or other company policies. Reports can be made confidentially, without fear of retaliation.
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Social Responsibility

- **Community Engagement:** Solution Control Systems believes in being an active and responsible member of the communities in which we operate. We support involvement in community and charitable initiatives that align with our values.
 - **Sustainability:** We are committed to promoting environmental and social sustainability, both within our operations and through our products and services. Employees should support and contribute to these initiatives where possible.
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Enforcement and Accountability

- **Adherence to the Code:** All employees, contractors, and partners are expected to comply with this Code. Violations may result in disciplinary action, up to and including termination of employment or contracts.
- **Whistleblower Protection:** Solution Control Systems supports a culture of openness and accountability. We will not tolerate retaliation against any employee who raises concerns in good faith about unethical practices or violations of the Code.

Our success depends on our integrity. This Code of Conduct reflects who we are and what we stand for. It is designed to ensure that we maintain the highest standards of ethical behavior, transparency, and respect in all our business operations. By adhering to these principles, we can foster a positive and responsible work environment, contribute to the well-being of our communities, and build long-term trust with our stakeholders.

Sincerely,

Jazz Matharu
General Manager
Solution Control Systems