

FAIRNESS AND ETHICS

We are committed to consistently adhere to the highest standards of fairness, honesty and ethical conduct. We are fair to our customers, vendors, shareholders, all our business partners and society at large. We believe that fairness and ethics goes beyond the letter of the law to appreciate its spirit. We base all our actions on being fair to the spirit of that understanding. We take personal responsibility for our actions, and treat everyone fairly and with trust and respect.

TRANSPARENCY

All our actions, decisions and dealings, whether with external stakeholders or internal colleagues, are transparent. We encourage transparency in all our words and actions, both internally and externally. Our actions go beyond integrity to include openness. We encourage debate between conflicting viewpoints and believe that transparency also includes the right to speak up when silence may be counter-productive.

SAFETY & HEALTH

We provide a safe workplace. The health and well-being of our people and their families is of importance to us and we make all efforts to promote and sustain healthy work habits and a 'work-life' balance. We believe that working safely and protecting the health of our people is 'working smart' and creates greater and more sustainable wealth.

DEVELOPMENT OF HUMAN CAPITAL

We believe in meritocracy and the development of our talent pool, irrespective of age, gender or racial differences. We empower, energise and inspire our people to perform beyond their best. We create empowered teams that take informed decisions and we enable sharing of knowledge.

RESPONSIBILITIES AS A CORPORATE CITIZEN

Our businesses must produce profits and generate stakeholder value that exceeds expectations. While doing so, we also commit ourselves to be a responsible corporate citizen; our activities are aimed at creating both shareholder wealth as well as community wealth.

CONCERN FOR THE ENVIRONMENT

We take the utmost care of our environment and the communities in which we operate. We shall continuously nurture our environment and its natural resources and shall ensure that none of our actions deplete or pollute them. We encourage initiatives that create environmental sustainability and help in community development.