

CODE OF CONDUCT

SHIELD believes in conducting its operations with strong ethical and moral standards. SHIELD's statement of code of conduct and business practices aims to provide guidance on carrying out its business-related decisions and activities. We wish to achieve excellence in all spheres of our operations for which business ethics form the basis. Any party entering any form of contract with SHIELD is bound to comply with the given guidelines. SHIELD's statement of code of conduct and business practices has the following guidelines:

1. **Unfair Means:** Any use of bribery, kickbacks or any form of payment in cash/kind to obtain business-related or otherwise gainful benefit for the company is strictly prohibited. Excessive business gifts and entertainment also hold the same meaning and SHIELD does not approve of such payments.
2. **Respect and Integrity:** SHIELD believes in giving respect to individuals. We aim to operate in a manner that discourages discrimination, harassment and/or influence. Discrimination refers to favoritism based on a particular aspect of an individual's personality. Harassment includes gender harassment that creates an intimidating, hostile or offensive work environment causing interference with work performance. Influence could be an abuse of authority or the wish to alter personal beliefs.
3. **Conflict of Interest:** SHIELD prohibits actions that are in conflict with the company's business interests.
4. **Confidentiality:** SHIELD believes in confidentiality of information related to the company's business activities. The company expects employees not to disclose or divulge by any means confidential and commercially sensitive information except to the authoritative personnel requiring it. Furthermore, they should use their best endeavors to prevent the disclosure of such information by other people. The obligation of confidentiality shall survive the expiration or the cessation of contacts with Shield Corporation Limited and is equally applicable to intellectual property.
5. **Statutory Compliance:** SHIELD believes in providing total support and cooperation to all governmental and regulatory bodies irrespective of the extent of prevalent enforcement.
6. **Financial Integrity:** SHIELD believes in complete compliance with the accepted accounting rules and procedures. SHIELD believes in transparency and disclosures.
7. **Health, Safety and Community Responsibility:** SHIELD is fully committed to safety, health and responsibility towards the environment and community. All activities of SHIELD must portray responsibility towards the community and the nation as a whole. SHIELD seeks to employ procedures that are safe, healthy and environment friendly.