

### Industrial Support Services Company LTD

We, at Industrial Support Services Company LTD (ISSCO), we are dedicated to maintaining the highest standards of integrity and transparency in all our business dealings. We strictly prohibit any form of bribery or corruption within our organization and in our interactions with clients, suppliers, contractors, and other business partners. Bribery, defined as offering, giving, receiving, or soliciting anything of value to influence the actions of an individual in a position of power, undermines fair competition and damages our reputation. ISSCO employees and representatives must never engage in or tolerate such activities, ensuring all decisions are made objectively and ethically.

To enforce this policy, ISSCO implements stringent procedures to prevent, detect, and address bribery and corruption. We conduct regular training sessions to ensure all employees understand their responsibilities under this policy and the legal implications of non-compliance. Our procurement and financial processes are designed to ensure transparency, with rigorous checks and balances to prevent unethical practices. We encourage employees and stakeholders to report any suspected bribery or corruption through confidential reporting mechanisms, ensuring no retaliation against whistleblowers. Violations of this policy will result in severe disciplinary actions, including termination of employment or contracts and potential legal consequences. By adhering to these principles, ISSCO strives to foster a culture of integrity, ensuring that our business operations remain ethical, fair, and in full compliance with applicable laws and regulations.

For Industrial Support Services Company LTD



Nikhil Chauhan  
General Manager



### Industrial Support Services Company LTD

We at Industrial Support Services Company LTD (ISSCO), we are firmly committed to upholding the highest standards of human rights and ethical practices in our operations. We strictly prohibit the use of child labour in any aspect of our business activities and our supply chain. We define child labour as the employment of any person under the age of 18, in line with international labour standards and local laws. ISSCO acknowledges the detrimental impact of child labour on the physical, mental, and educational development of children. Therefore, we ensure that all our employees and those within our supply chain are of legal working age and that their rights are fully respected.

To enforce this policy, ISSCO implements a comprehensive age verification system for all job applicants and current employees, ensuring strict adherence to legal age requirements. We incorporate explicit clauses in our contracts with suppliers, mandating compliance with our child labour policy, and conduct regular audits to monitor adherence. We provide training and raise awareness among employees, suppliers, and contractors regarding the importance of eradicating child labour. Should any instances of child labour be discovered, ISSCO commits to immediate action, including the removal of the child from work and support for their rehabilitation and education. We maintain confidential reporting mechanisms for employees and stakeholders to report suspected violations and ensure that non-compliance results in appropriate disciplinary measures, up to and including termination of contracts or employment. By adhering to and promoting these principles, ISSCO contributes to the global effort to eliminate child labour and foster a safe, healthy, and just environment for children.

For Industrial Support Services Company LTD



Nikhil Chauhan  
General Manager

