



# **CODE OF BUSINESS ETHICS POLICY**

Effective date: 10-09-2025



## 1. PURPOSE

Purogene Labs Private Limited is committed to conducting business with the highest ethical standards and in full compliance with all applicable laws. This Code of Business Ethics (COBE) outlines the principles and expectations that guide our professional conduct.

## 2. SCOPE

This policy applies to:

- All employees (permanent, temporary, and contract)
- Directors and officers
- Vendors, partners, consultants, and third-party representatives

## 3. Core Ethical Principles

### 3.1 Integrity and Honesty

- Act honestly and with integrity in all interactions.
- Do not engage in fraud, deception, or unethical practices.

### 3.2 Compliance with Laws

- Comply with all local, national, and international laws relevant to our operations.
- Adhere to regulatory standards in healthcare, biotech, pharmaceutical, or research sectors, as applicable.

### 3.3 Conflict of Interest

- Avoid situations where personal interests conflict with company interests.
- Disclose any potential conflicts immediately to HR or management.

### 3.4 Confidentiality and Data Protection

- Safeguard confidential business and customer information.
- Follow data privacy regulations such as GDPR, HIPAA (if applicable), and internal data security protocols.

### 3.5 Anti-Bribery and Anti-Corruption

- Do not offer, give, solicit, or accept bribes or kickbacks.
- Maintain transparent business dealings.





### **3.6 Respect in the Workplace**

- Promote a respectful, diverse, and inclusive work environment.
- Harassment, discrimination, and bullying will not be tolerated.

### **3.7 Health, Safety, and Environment**

- Follow all health and safety regulations.
- Take steps to minimize environmental impact in line with sustainability goals.

### **3.8 Responsible Use of Company Assets**

- Use company property, equipment, and resources for authorized business purposes only.
- Protect assets from theft, loss, or misuse.

## **4. Reporting Violations**

- Employees are encouraged to report unethical behavior or legal violations confidentially to their supervisor, the HR department, or via the company’s whistleblower hotline/email.
- Retaliation against whistleblowers is strictly prohibited.

## **5. Disciplinary Actions**

Violations of this policy may result in disciplinary actions including warnings, suspension, termination, or legal proceedings.

## **6. Policy Review and Updates**

This policy is reviewed annually and updated as necessary to reflect changes in laws, regulations, or company values.

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