

Anti-Bribery and Anti-Corruption Policy



DESPL philosophy on corporate governance is built on a rich legacy of fair and transparent compliance and disclosure practices. This includes respect for human values, individual dignity, integrity and adherence to honest, ethical and professional conduct. This Anti-Bribery and Anti-Corruption ('ABAC') Policy is the guiding framework for ensuring compliance with various legislations and standards of behavior to which we must all adhere, enforcing that, wherever we operate, we do not engage in any activity amounting to bribery, corruption or any other unethical business practices.

Guiding Principles

Towards this, we shall:

- Commit to uphold all applicable laws, in the countries we operate, relevant to countering bribery and corruption practices in all its forms, including extortion, conflict of interest, forgery, fraud, money laundering, insider trading and related to any of the aforementioned practices.
- Govern the behavior and set out responsibilities for all directors, executives, employees and associated persons in the conduct of business.
- Prohibit any act of offer, promise, grant, authorization, demand, or acceptance of any promise, bribe, kickback, illegal gratuity, illegal payment, or other illegal goods and services of any value directly or indirectly, to or from any person, organization, or Government representative.
- Provide training, information and guidance for those working for the Company, including but not limited to the Company's supply chain and any third party (or their affiliated enterprises conducting business with the Company) for identification, deterrence, reporting of bribery and corruption related issues and effective compliance and implementation of this Policy.

This Policy is applicable to all employees working at all levels and grades of DESPL, including Board Members, and Senior Managerial Personnel (Senior Officers), Covenanted Officers, Managers, Executives, Supervisors, Workers and other equivalent grades of employees of the Company and Fixed Term Contract employees.

The guidelines in the Policy supplement and should be read in conjunction with Code of Conduct for Board of Directors and Senior Management, Code of Conduct for Supervisory, Executive and Officers, Code of Conduct for Suppliers (which includes Intermediaries including Consultants/Agents/Business Partners/Vendors), the Whistle-Blower Policy, the Vendor and Channel Partners' Whistle-Blower Policy and any guidance published pursuant to this Policy. This Policy will be implemented through a detailed procedure to ensure compliance with the requirements.

This policy is in accordance with all applicable laws, regulations and relevant statutory provisions in relation to countering bribery and corruption applicable to us in the conduct of our business, including the Indian Prevention of Corruption Act, 1988 ("PCA"), and other applicable Indian statutes, as amended from time to time.

We will abide by the principles of this Policy in letter and in spirit.

Date: 1st April, 2023

VISHAL CHOVIYA
Managing Director

Corporate Environment, Health & Safety (EHS) Policy



We remain committed to safeguarding the health and safety of our employees and other stakeholders and preserving the environment.

To fulfil the above commitment, we will ensure the following:

- Incorporate applicable EHS requirements across all processes, right from tendering, planning, design, recruitment and procurement, production, execution, operation and maintenance to align with their respective business objectives
- Meet or exceed all applicable legal and other compliance obligations, irrespective of the stipulations of the enforcement authorities in the country of operation
- Pay serious attention to workmen welfare, especially to their habitat, to improve morale, retention and thereby productivity
- Impart structured training and augment resources for effective EHS performance
- Prevent adverse environmental impact and occupational health and safety risks
- Conserve natural resources, minimize waste generation, environmental emissions and reduce carbon footprint
- Encourage communication, consultation and collaboration with all stakeholders
- Establish SMART EHS objectives to permanently reduce EHS risks by eliminating hazards or substituting with less harmful equipment, material, methods and review implementation to achieve continual improvement.

This policy to be communicated to all our stakeholders and reviewed periodically to ensure that it remains relevant to our business and effective to improve performance.

Date: 1st April, 2023

VISHAL CHOVIYA
Managing Director

QUALITY POLICY



We, at DESPL, are committed to achieve and sustain best-in-class business excellence through a value-driven professional approach towards total customer satisfaction.

We shall strive to maintain leadership across our businesses by:

- Designing and building projects, systems & platforms, manufacturing products and providing services to meet specific customer requirements within stipulated time schedules
- Being a continual learning Company by benchmarking ourselves to best industry practices to deliver superior value to customers on time, on budget, on quality
- Achieving operational excellence by leveraging digitalization, innovative and cost effective practices in all our lines of businesses
- Effectively implementing Quality Management Systems as per global standards to constantly improve our processes, products and services
- Developing leaders who can adopt and nurture a culture of business excellence to achieve business objectives through innovation, entrepreneurship and teamwork
- Garnering greater employee morale and motivation by developing and empowering employees through learning, training and competence enhancement
- Building long-term relationships with customers, stakeholders and strategic business partners based on shared objectives for enhanced value creation
- Reducing the risk related to businesses, processes, products and services by continuously identifying, reviewing and mitigating risks.

Date: 1st April, 2023

VISHAL CHOVIYA
Managing Director

Human Resource Policy



We believe that people are the prime movers in realizing our Vision.

We will commit to:

- Build a high performing workforce with learning agility and digital mindset
- Provide challenging assignments and continuous learning opportunities
- Foster an environment of innovation, entrepreneurship and empowerment
- Embrace diversity & inclusion
- Nurture a culture of care, wellness, trust and collaboration
- Enable employees to realize their full potential
- Continue to be a preferred employer of choice

We will always uphold the highest standards of ethics, values and governance across all our people practices.

Date: 1st April, 2023

VISHAL CHOVIYA
Managing Director

Sustainability Policy



DESPL is committed to seek sustainable growth by integrating environment, social and governance (ESG) principles with its businesses.

Guiding Principles

Towards this, we will -

- Incorporate environment and social considerations in our business operations and strategies and build a culture of sustainability .
- Engage with stakeholders to develop sustainability strategies with short-term and long-term goals .
- Conserve and augment scarce resources and contribute towards a cleaner, greener and sustainable planet .
- Promote the development of green portfolio of businesses, thus contributing to low-carbon economy .
- Mitigate all risks to sustainability including climate risks in our area of operations and services .
- Follow the highest standards of governance and transparency in all business practices and in our engagement with various stakeholders .
- Provide safe and healthy workplace for all employees and workforce across all locations .
- Provide equal opportunities to all for development and growth based on merit and performance .
- Work with communities in targeted thrust areas, to improve their quality of life .
- Ensure that the reporting of our performance is in alignment with applicable national and international frameworks and principles including Sustainable Development Goals (SDGs).

Date: 1st April, 2023

VISHAL CHOVIYA
Managing Director

VISION



DESPL shall be a professionally-managed Indian multinational, committed to total customer satisfaction and enhancing shareholder value.

DESPL shall be an innovative, entrepreneurial and empowered team constantly creating value and attaining global benchmarks.

DESPL shall foster a culture of caring, trust and continuous learning while meeting expectations of employees, stakeholders and society.

Date: 1st April, 2023

VISHAL CHOVIYA
Managing Director