



A.R. Life Sciences Pvt. Ltd

Code of Ethics and Business Conduct Policy

Overview

This policy describes the code of conduct expected of all A. R Life sciences Pvt. Ltd. employees and Directors. It is general and not intended to be all-inclusive. Please read our code and follow it.

Policy

A. R Life sciences Pvt. Ltd. is committed to being an ethical and responsible member of society. In order to ensure the highest standards of ethics, honesty, governance, and integrity are maintained, we have adopted this Code of Ethics Policy. We refer to the elements of this policy as our Code. Our Code provides the guidelines and standards for acceptable business conduct.

It is our policy that all A. R Life sciences Pvt. Ltd. employees and directors shall abide by and comply with the Company's Code. An employee that believes they have discovered a matter that appears to be in violation of the Code has a duty to report the matter. This matter may be reported to the employee's supervisor or other management level employee.

Applicable Laws

The conduct of the A. R Life sciences Pvt. Ltd. and its employees are to be in compliance with the laws and regulations relating to the company's business. All A. R Life sciences Pvt. Ltd. employees must, at a minimum, comply with all applicable laws that relate to the conduct of our business in the relevant jurisdiction.

Equal Employment Opportunity

We do not tolerate unlawful discrimination or harassment of any kind. Employment here is based solely on your merit and qualifications.

Moral and Ethical Standards

All A. R Life sciences Pvt. Ltd. employees are expected to adhere to sound moral and ethical standards.

Loyalty

All A. R Life sciences Pvt. Ltd. employees and Directors have a duty of loyalty to the Company and may not take personal advantage of any opportunity that properly belongs to the Company.

Bribes and Gratuities

The A. R Life sciences Pvt. Ltd. considers it to be unethical and illegal for any employee to accept or offer payment, gift, gratuity, or employment to or from vendors, contractors, or government officials as an inducement for preferential treatment. All offers for bribes and gratuity shall be reported to the Managing Director or other management level employee.

The A. R Life sciences Pvt. Ltd. does not consider the giving or acceptance of minor low value gifts (less than Rs:500/-) an occasional meal, game of golf, or the like with non government officials to be a bribe, gift or gratuity for the purpose of this policy.

Conflicts of Interest

The best interests of the A. R Life sciences Pvt. Ltd. are expected to be foremost in the minds of our employees, officers, and Directors as they perform their duties. No employee shall be, potentially be, or appear to be, subject to influences, interests, or relationships, which conflict with the best interests of the A. R Life sciences Pvt. Ltd.

Employees, without prior approval of the Managing Director, may not serve as an Officer, Director, manager, employee, or agent of any company that is a competitor, supplier, or

customer of the Company. Employees should not engage in outside interests that divert time and attention from properly attending to Company affairs.

Improper Influence on Conduct of Audits

No officer, Director, or any other person acting under the direction thereof, shall take any action to fraudulently influence, coerce, manipulate, or mislead any independent public or certified accountant engaged in the performance of an audit of the financial statements of the Company for the purpose of rendering such financial statements materially misleading.

Employee Privacy

The A. R Life sciences Pvt. Ltd. is committed to protecting the privacy of its employees. This includes employee data maintained by the company. Employee data will primarily be used to support Company operations, provide employee benefits, and comply with laws and regulations. The Company and all employees are expected to comply with all data protection laws, regulations, and Company policies.

Computing Resources, Email, and the Internet

All Internet related services are intended to be used for company business. All information on company computer systems, including electronic mail, is the property of the Company. To ensure that computing resources are used in accordance with expectations, management may inspect and disclose the contents of electronic messages if such inspection and *disclosure is made for legitimate business purposes or as necessary to protect the rights and property of the A. R Life sciences Pvt. Ltd.*

Use of computing resources to offend or harass others is not acceptable and is prohibited. Employees, who use the Internet to access sites that contain offensive materials related to sex, race, or other protected categories, or who otherwise violate these prohibitions, will be subject to termination.

Safety and the Environment

The A. R Life sciences Pvt. Ltd. is committed to full compliance with all safety and environmental laws and regulations. All A. R Life sciences Pvt. Ltd. employees are expected to comply with these laws, regulations and Company policies.

Drugs and Alcohol

Illegal drugs at our workplaces or in A. R Life sciences Pvt. Ltd. sponsored events are strictly prohibited. We do not permit the use of alcohol during work and we urge caution not to consume alcohol in a way that leads to inappropriate behavior, impaired performance, or endangers the safety of others.

Timeliness

All A. R Life sciences Pvt. Ltd. employees are expected to carry out their assigned duties in a timely manner.


18/02/2021

Krishna Chaitanya Kallam
Executive director