

COMPLIANCE

COMMITMENT BY NOVATEUR ELECTRICAL & DIGITAL SYSTEMS PVT LTD AND GROUP SUBSIDIARIES

Complying with the rules of business ethics is one of the Fundamental Principles of **Legrand Group** Social Responsibility

The Group Main Focus is on following topics:

- Anticorruption
- Embargoes
- Fraud
- Fair Competition

Beyond my own personal commitment on these issue, I implement the awareness-rising and training scheme for my own teams with a view to proper enforcement of Group’s compliance programme and of our internal procedures.

More Specifically, I make sure my teams are trained in applicable rules and procedures and properly informed of the risks to which they may expose themselves or the company.

The Group’s Charters, procedures, and good practice guides, along with related training media, are available on the Dialog Finance page, in a new section entitled “Compliance Programme”. They may be supplemented locally by our own internal procedures.

Each Employee may consult their Compliance Officer, their Ethics Representative, their direct manager or the Group Legal Affairs Department to dispel any doubts or questions.

It is up to each individual working at NEDSPL to be vigilant in observing these principles.

TONY BERLAND

Managing Director & CEO



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|--|---|--|--|--|---|
| Amit Singh CFO & Compliance Officer |  | D. Patil COO |  | L. Murthy Director – Digital Trans. & Strat. Proj. |  |
| S. Singh Director Sales (Legrand) |  | S. Manjrekar VP Purchase |  | A. D. Saldanha Entity Head - HR (Numeric) |  |
| S. Saxena Director Marketing |  | F. Petit AVP SCM |  | J. Samuel CFO Numeric |  |
| S. Bhat Director Sales (Indoasian) |  | N. Samuel VP HR |  | A. Aneez VP CSR |  |
| Ravindran SK Chief Business Officer (Numeric) |  | P. Pande AVP Intl Marketing Indoasian |  | M. Tibrewal Head – Internal Audit |  |
| Raviraj U CEO / Director Sales & Supp. (NetRack) |  | Nagaraj U Director Technical (Netrack) |  | | |

CSR

ACT ETHICALLY
TOWARDS SOCIETY



NOVATEUR ELECTRICAL & DIGITALS SYSTEM PRIVATE LIMITED

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