

The 6 ESPL CoC Principles in brief include:

1. **EQUAL OPPORTUNITIES EMPLOYER**
 - 1.1 **ANTI DISCRIMINATION POLICY**
 - 1.2 **ANTI HARASSMENT & ABUSE POLICY**
2. **REPORTING CONCERNS**
 - 2.1 **SOP-WHISTLE BLOWING**
 - 2.2 **GRIEVANCE REDRESSAL POLICY**
 - 2.3 **ANTI SEXUAL HARASSMENT POLICY**
3. **REGULATORY COMPLIANCE**
 - 3.1 **ANTI CHILD LABOUR POLICY**
 - 3.2 **WORKING COMPENSATION POLICY**
 - 3.3 **HEALTH , SAFETY & ENVIORNMENT POLICY**
4. **BUSINESS CODE OF CONDUCT**
 - 4.1 **CONFLICT OF INTEREST**
 - 4.2 **RESOURCE MANAGEMENT**
 - 4.3 **EMPLOYEE STANDARD OF CONDUCT**
 - 4.4 **GIFT, CORRUPTION & BRIBERY**
 - 4.5 **ANTI COMPETETIVE PRACTICES**
 - 4.6 **SECURITIES TRANSACTIONS AND CONFIDENTIAL INFORMATION**
 - 4.7 **PROTECTING COMPANY ASSETS**
 - 4.8 **PROCUREMENT POLICY**
5. **ELCOMPONICS IT POLICY**
6. **SUPPLIER CODE OF CONDUCT**

The Company has adopted the ESPL Code of Conducts for its Directors, senior Management personal and others executives of the company. The company has also adopted the code of conducts for non-executive and non-directors of the company. Both the cases are posted on the website of the company.

Whistle Blower policy :

ESPL has adopted the whistle blower policy that is a part of its Code of Conduct. It provides a formal mechanism for all employees of the company to approach the ethics manager /chairman of the audit committee of the company's Code of Conducts .All employees of the company are eligible to make protected disclosure under this policy.