

CriticalLog Business Principles

Index

1. CriticaLog Business Principles	Page 3
Principles that guide our company	Page 3
Principles that guide our employees	Page 3
Principles that guide our business	Page 4
Principles that guide our relationship with our world	Page 5
2. Application of these principles	Page 5
3. Violation of these principles	Page 5
4. If you have questions or would like advice	Page 6
5. CriticaLog Group Policy on Whistleblowing	Page 6
6. Revision History	Page 7

1. CriticalLog Business Principles

We are committed to sound business conduct and we therefore manage our business according to our company standards and these CriticalLog Business Principles.

We support the principles of human rights, employment standards, the environment and anti-corruption.

Principles that guide our company

Legal and international regulations:

We comply with the laws, rules and regulations of the countries in which we conduct business.

Public reporting and communication

Our financial statements, public reporting documents and other public communication provide full, fair, accurate, timely and understandable disclosure of CriticalLog's position in accordance with relevant laws and generally accepted accounting principles and standards.

We maintain open and transparent communication with our customers, employees, shareholders and society, while giving due respect to confidentiality.

Public activities

We do not intervene in party political matters, nor do we make gifts or donations to political parties.

Safety

We provide all employees with safe and healthy working conditions.

We comply with relevant safety laws and regulations, and deploy policies that prevent, identify and eliminate hazards across our company and operations.

We strive to adopt best practices and to exceed legal safety requirements.

Principles that guide our employees

Employees

We seek to attract, develop, reward and retain outstanding individuals who appreciate the value of acting as a team.

We create equal opportunities for all our employees, without regard to age, disability, ethnicity, gender, marital status, race, religion or sexual orientation. We do not condone unfair treatment of any kind. We treat all people with consideration and respect.

We are committed to invest in our People continuously.

Individual conduct

Conflicts of interest

Employees shall not take business opportunities for themselves that belong to CriticaLog. Our employees must report to management any transaction or relationship that could reasonably be expected to give rise to a conflict of interest.

Company assets

Our employees may not use company assets for unauthorised personal benefit. We do not tolerate fraud, theft, loss through recklessness or waste of company assets.

Gifts and entertainment

Our employees must avoid improper personal benefits for themselves or family members that result from their association with CriticaLog. Employees may not accept gifts or entertainment that might appear to place them under obligation.

Bribes

Our employees and agents may not pay or accept bribes to gain or render orders, services or financial or other benefits. Our employees and agents must immediately turn down and report any attempt at or opportunity for bribery.

Facilitating payments

In certain circumstances, small cash sums or small gifts may be appropriate if customary and necessary to expedite or secure the performance of routine governmental action and permitted under applicable laws of the relevant jurisdiction. However, such payments – referred to as facilitating payments – should be avoided whenever possible. Prior to making such payments, approval must be taken from the MD. All facilitating payments must be fairly and accurately recorded and accounted for.

Principles that guide our business

Customers

We strive to provide the most reliable and efficient solutions in the transfer of our customers' critical goods. We safeguard property and information entrusted to us by customers and other parties.

Competition

We believe in open and fair competition. We do not use unethical practices to obtain competitive advantage. We will not use information acquired through illegitimate activity to the detriment of competitors or other parties.

Business associates and agents

Our Business Principles guide our decisions to do business or to partner with others. To the fullest extent possible, we require our business associates to observe the CriticalLog Business Principles. We expect our agents, individuals or organisations that legally represent CriticalLog – to comply with the principles.

Principles that guide our relationship with our world

Social responsibility

To carry out our business, we use resources that impact society and the environment. We support and strive to implement developments that can lead to sustainable environmental and social benefits.

We strive to use finite resources carefully. We incorporate environmental risk management into our decision-making. Our social investment aims to promote the best outcome for our partners, stakeholders and our business.

2. Application of these principles

The CriticalLog Business Principles apply to CriticalLog and CriticalLog employees. CriticalLog expects its agents to comply with the CriticalLog Business Principles.

The CriticalLog Board of Management is responsible for adopting, communicating and enforcing the CriticalLog Business Principles. Our internal audit, integrity, risk management and security functions support the board in monitoring compliance.

Any change in the principles or waiver of provisions may be made only by the CriticalLog Board of Management with approval from the CriticalLog Company Board. Such changes will be promptly disclosed at <http://www.criticallog.com>

We will not penalise employees for loss of business resulting from adherence to the CriticalLog Business Principles, for pointing out a breach or suspected breach of these principles or for taking any lawful action with regard to a breach or suspected breach.

3. Violation of these principles

Violation of the CriticalLog Business Principles can lead to disciplinary measures, dismissal and, where laws are broken, civil or criminal prosecution.

4. If you have questions or would like advice

All employee decisions must be made with full recognition and compliance with these CriticalLog Business Principles.

Whenever you have any question as to whether any conduct is permissible, you should check with your supervisor or local manager. If your concerns cannot be addressed locally or if you would like advice on implementing or applying of the CriticalLog Business Principles, please contact MD of CriticalLog at sujoy.guha@criticallog.com or by telephone at + 91 900 8000 555.

5. CriticalLog Group Policy on Whistleblowing

We encourage CriticalLog employees to promptly report any breach or suspected breach of any law, regulation, the CriticalLog Business Principles or other company policies and procedures or any other alleged irregularities.

We investigate reports promptly and with strict confidentiality, and we will not retaliate or undertake action against employees for filing a report or assisting another employee in doing so. However, intentionally making a false whistle-blower report will lead to disciplinary action.



APPROVALS

Name	Designation	Signature	Date of Issue	version
Board of CriticalLog				

REVISION HISTORY

Revision Date	Reviewer Name and Designation	Summary of changes	Date of Change	Changes marked