



# Code of Business Conduct and Ethical Policy

## What is code of conduct?

A code of conduct is a commitment to self-regulation. It sets clear expectations for Pentagrit employee behaviour and the ethical principles that should guide them within the organisation. With a code of conduct, the organization establishes a framework for ethical decision-making across all department.

## What is Ethical Policy?

The Professional Code of Ethics policy provides guidelines on business ethics and addresses controversial matters. It offers a framework for behaviour in business contexts, emphasizing judgment, integrity, respect, lawfulness, competence, and teamwork, while also outlining consequences for violations.

## By creating a code of conduct:

- The Pentagrit employee understands the rules and expectations management has. It defines how to act at work, how to communicate both internally and externally, and helps employees succeed in the company.
- The organization has concrete policies to support **compliance training. (Ref A)**
- Potential customers and business partners understand the organization's values.

## Ref A

**Compliance training** is an essential type of training designed to educate Pentagrit employees about an organization's regulations, policies, and legal requirements. This training ensures that Pentagrit employees understand and adhere to the laws and standards that govern their workplace.



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**Code of Business Conduct and Ethics**

**1.0 Introduction**

1.1 This code shall be called “The Code of Business Conduct & Ethics for Directors of Pentagrit (hereinafter referred to as “the Company”)

1.2 The purpose of this Code is to enhance ethical and transparent process in managing the affairs of the Company.

1.3 It shall come into force with effect from the date of its approval by the Board of Directors.

**2.0 Definitions and Interpretations:**

2.1 The term “Board Members” shall mean Directors on the Board of Directors of the Company.

2.2 The term “the Company” shall mean Pentagrit Zebrafish CRO

**3.0 Applicability**

3.1 This code shall be applicable to the following personnel:

- a) All Employees
- b) All board of Members

**4.0 Contents of Code**

Part - I General Moral Imperatives

Part - II Specific Professional Responsibilities

Part - III Specific Additional Provisions for Board Members and Employee

This code is intended to serve as a basis for ethical decision – making in the conduct of professional work. It may also serve as a basis for judging the merit of a formal complaint pertaining to violation of professional ethical standards. It is understood that some words and phrases in the code of ethics and conduct document



are subject to varying interpretations. In case of any conflict, the decision of the Board shall be final.

## **PART – I**

### **5.0 General Moral Imperatives**

#### **5.1 Contribute to society and human well being**

5.1.1 This principle concerning the quality of life of all people, affirms an obligation to protect fundamental human rights and to respect the diversity of all cultures. We

must attempt to ensure that the products we deal with will be used in socially responsible ways, will meet social needs and will avoid harmful effects to health and welfare of others. In addition to a safe social environment, human well-being includes a safe natural environment.

5.1.2 Therefore, all Board Members and Senior Management who are accountable for products dealt with by the company must be alert to, and make others aware of, both a legal and a moral responsibility for the safety and the protection of human life and environment.

#### **5.2 Be honest and trustworthy & practice integrity**

5.2.1 Integrity and honesty are essential components of trust. Without trust an organization cannot function effectively.

5.2.2 All Board Members and Senior Management are expected to act in accordance with highest standards of personal and professional integrity, honesty and ethical conduct, while conducting business of the company.

#### **5.3 Be fair and take action not to discriminate**

5.3.1 The value of equality, tolerance, respect for others, and the principles of equal justice govern this imperative. Discrimination, on the basis of race, sex, religion, caste, age, disability, national origins or other such factors, is an explicit violation of this Code.

#### **5.4 Honour confidentiality**

5.4.1 The principle of honesty extends to issues of confidentiality of information. The ethical concern is to respect all obligations of confidentiality to all stakeholders unless discharged from such obligations by requirements of the law or other principles of this Code.

5.4.2 All Board Members and Senior Management, therefore, shall maintain the confidentiality of all confidential unpublished information about business and affairs of the Company.



## 5.5 Pledge & Practice

5.5.1 To strive continuously to bring about integrity and transparency in all spheres of the activities.

5.5.2 Work unstintingly for eradication of corruption in all spheres of life.

5.5.3 Remain vigilant and work towards growth and reputation of the Company.

5.5.4 Bring pride to the organization and provide value-based services to Company's stakeholders.

5.5.5 Do duty conscientiously and without fear or favour.

## **PART – II**

### **6.0 Specific Professional Responsibilities**

6.1 Live the Vision, Mission and Values of Company – each day Live the Vision, Mission and Values of Pentagrit each day. For quick reference they are as under:

#### **Mission:**

"Our target knockout models cover 90% of human druggable targets building the strongest compound activity report"

#### **Values**

- ❖ Zeal to excel and zest for change
- ❖ Integrity and fairness in all matters
- ❖ Respect for dignity and potential of individuals
- ❖ Strict adherence to commitments
- ❖ Ensure speed of response
- ❖ Creativity and team work
- ❖ Loyalty and pride in the Company



6.2 Strive to achieve the highest quality, effectiveness and dignity in both the processes and products of professional work: - Excellence is perhaps the most important obligation of a professional. Everyone, therefore, should strive to achieve the highest quality, effectiveness and dignity in their professional work.

6.3 Acquire and maintain professional competence: - Excellence depends on individuals who take responsibility for acquiring and maintaining professional competence. All are, therefore, expected to participate in setting standards for appropriate levels of competence, and strive to achieve those standards.

6.4 Compliance with Laws: - The Board Members and Senior Management of the Company shall comply with all the applicable provisions of existing local, state, national, and international laws. They should also follow and obey the policies, procedures, rules and regulations relating to business of the Company.

6.5 Accept and provide appropriate professional review: - Quality professional work depends on professional review and comments. Whenever appropriate, individual members should seek and utilize peer review as well as provide critical review of the work of theirs.

6.6 Manage personnel and resources to enhance the quality of working life: - Organizational leaders are responsible for ensuring that a conducive working and business environment is created for fellow employees to enable them delivering their best. The Board Members and Senior Management would be responsible for ensuring human dignity of all employees, would encourage and support the professional development of the employees of the Company by providing them all necessary assistance and cooperation, thus enhancing the quality of working.

6.7 Be upright and avoid any inducements: - The Board Members and Senior Management shall not, directly or indirectly through their family and other connections, solicit any personal fee, commission or other form of remuneration arising out of transactions involving Company. This includes gifts or other benefits of significant value, which might be extended at times, to influence business for the organization or awarding a contract to an agency, etc. 6.8 Observe Corporate Discipline: - The flow of communication within the Company is not rigid and people are free to express themselves at all levels. Though there is a free exchange of opinions in the process of arriving at a decision, but after the debate is over and a policy consensus has been established, all are expected to adhere and abide by it, even when in certain instances one may not agree with it individually. In some cases, policies act as a guide to action, in others they are designed to put a constraint on action. All must learn to recognize the difference and appreciate why they need to observe them.



6.9 Conduct in a manner that reflects credit to the Company: - All are expected to conduct themselves, both on and off duty, in a manner that reflects credit to the Company. The sum total of their personal attitude and behaviour has a bearing on the standing of Company and the way in which it is perceived within the organization and by the public at large.

6.10 Be accountable to Company's stakeholders:- All of those whom we serve, be it our Customers, without whom the Company will not be in business, the Shareholders, who have an important stake in its business, the Employees, who have a vested interest in making it all happen, the Vendors, who support the Company to deliver in time and Society to which Company is responsible for its actions – are stakeholders of the Company. All, therefore, must keep in mind at all times that they are accountable to Company's stakeholders.

6.11 Identify, mitigate and manage business risks: - It is everybody's responsibility to follow the Risk Management Framework of the Company to identify the business risks that surround function or area of operation of the Company and to assist in the company-wide process of managing such risks, so that Company may achieve its wider business objectives.

6.12 Protect properties of the Company: - The Board Members and Senior Management shall protect the assets including physical assets, information and intellectual rights of the Company and shall not use the same for personal gains.