



Midal Cables

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Integrated Management System
ISO 9001
ISO 17025
ISO 14001
ISO45001

CODE OF BUSINESS ETHICS



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1. SCOPE

This Code of Business Ethics applies to all employees of Midal Cables and third parties who represent Midal Cables or act on our behalf (“Midal Associates”). For the purpose of this Code, the term “Midal Cables” shall include all the subsidiaries of Midal Cables.

Some of the subsidiaries of Midal Cables may have their own codes of business ethics that may supplement this document. In certain functional areas, such as procurement, finance or particular client engagements, more stringent requirements may apply.

2. OUR APPROACH TO BUSINESS

Midal Cables endeavors to conduct its business with honesty, integrity and transparency. We respect the legitimate rights and interests of all those with whom we have business relationships.

3. STANDARDS

3.1. Compliance with Laws, Rules and Regulations

Compliance with the law is the foundation on which Midal Cables’ ethical standards are built. Midal Cables, its employees and Midal Associates are required to comply with all applicable laws, rules and regulations of the countries in which we operate.

3.2 Competition

Midal Cables believes in competing fairly and vigorously in its market sectors. Midal Cables, its employees and Midal Associates are required to refrain from actions that might unreasonably restrain trade or abuse a strong market position.

3.3 Conflicts of Interest

Midal Cables avoids actual and perceived conflicts of interest and ensures that personal and financial relationships and activities of employees do not compromise the organization’s objectivity or reputation.

Midal Cables does not allow personal interest, investments, relationships and activities to conflict with an individual’s professional work. Family and personal relationships in the workplace should not undermine a professional work climate. Midal Cables and Midal Associates must not seek gain for themselves or others through misuse of their positions.

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3.4 Child and Forced Labor

Midal Cables does not engage in or condone the unlawful employment or exploitation of children in the workplace or the use of forced labor.

As per article 2(1) of the ILO Forced Labor Convention, 1930 (No. 29), the term "Forced Labor" shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself /herself voluntarily.

3.5 Employees

Midal Cables is committed to

- diversity in the working environment,
- equal opportunity, where there is no discrimination based on race, religion, gender or other such considerations.
- safe and healthy working conditions for all employees,
- respect the dignity of individuals and right to freedom of association,
- working with the employees to develop and enhance each individual's skills and capabilities, and
- maintaining good communications with employees through appropriate information and consultation procedures.

Midal Cables recruits and promotes employees on the basis of their qualifications, skills, aptitude and attitude.

3.6 Business Integrity

Midal Cables believes in integrity and probity.

Midal Cables does not give or receive, where directly or indirectly gifts, bribes or other improper advantages for business or financial gain or advantage. No employee or Midal Associate may offer, give, accept or receive any gift or payment which is, or may be construed as a bribe or facilitating payment. Any demand for an offer of a bribe must be rejected immediately and reported to Midal Cables' management/ CEO.

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3.7 Dealings with Suppliers, Customers and Business Partners

- a. Midal Cables treats suppliers, customers and business ethically and in accordance with its code of Business Ethics.
- b. Midal Cables expects agents, suppliers and others, working on its behalf to act lawfully and ethically, and in accordance with the values and standards set out in this Code.
- c. Midal Cables has the right to end the business dealings with the suppliers and subcontractors that do not comply with its Code of Business Ethics.

3.8 Environment

Midal Cables is committed to promote environmental care, increase understanding of environmental issues and implement good practices with the long term goal of efficient management of environmental impacts.

3.9 Communities

- a. Midal Cables provides employment opportunities and training and development activities in local communities in which its operates.
- b. Midal Cables contributes to the communities in which it operates by participating in, and supports for, community and charitable initiatives.

3.10 Public Activities:

Midal Cables engages with governments, government departments, agencies and other organizations in relation to issues which affect its legitimate business interests, either directly or through trade associations or other similar bodies.

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3.11 Reporting and Internal Control:

Midal has a high standard of financial and administrative record-keeping and reporting.

3.12 Obtaining Advice and Reporting:

- a. Midal Cables expects and encourages the Covered Parties and other interested parties to bring promptly to the Organization's Top Management's attention any suspected or actual breaches of our Code.
- b. Any employee reporting a case will not face any adverse treatment for such disclosure.
- c. Employees can report the cases to the Department managers or Human Resource Department or directly to the CEO.

4. OTHER STANDARDS

4.1 Workplace Violence and Harrassment

Midal Cables prohibits actual or threatened violence against co-workers, visitors or anyone else who is either on our premises or has contact with employees in the course of their duties.

The Organization also prohibits harassment of a sexual nature such as unwanted sexual advances, physical conduct of a sexual nature and requests for sexual favors. Similarly, bullying or abusive behavior that includes but is not limited to hostile physical conduct, intimidating aversions towards others and unwelcome comments that create an offensive work environment is not allowed.

4.2 Controlled Substances and Alcohol

Midal Cables prohibits the use, possession, distribution, purchase or sale of controlled substances on its premises or while conducting business for the Organization or while operating Organization's equipment. Controlled substances might include illegal drugs and narcotics, prescription drugs obtained or used without a legal prescription and other unlawful substances or materials.

Any use of alcohol or any other substance that causes or contributes to unacceptable job performance or unusual job behavior is also prohibited.

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4.3 Health, Safety and Security

Midal Cables is committed to conduct all its activities in a manner which achieves the highest practicable standards of health and safety. The Organization seeks to protect its employees, physical assets, information and reputation from potential security threats.

4.4 Data Privacy

Midal Cables respects the confidentiality of personal data, in both paper and electronic form. This information may not be used or disclosed improperly or used by someone who is not authorized to do so. The Organization protects personal data physically and electronically.

4.5 Protection of Information and Intellectual Property

Midal Cables safeguards its information assets against theft, unauthorized disclosure, misuse, trespass and careless handling. The Organization also complies with all laws, regulations and contractual commitments regarding the valid and enforceable intellectual property rights of third parties, including patents, copyrights, trade secrets and other proprietary information. Midal Cables will not knowingly infringe on or misuse the valid and enforceable intellectual property rights of third parties.

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