

F MEC INTERNATIONAL FINANCIAL SERVICES LIMITED

Email id: finance@f-mecinternational.com
Web site: www.f-mecinternational.com
CIN: L74899DL1993PLC053936

13-B, II Floor, Netaji Subhash Marg, Central
Bank Building, Daryaganj, Delhi-110002
Tel: 011-43680407

CODE OF CONDUCT AND ETHICS FOR BOARD OF DIRECTORS AND SENIOR MANAGEMENT

1. Vision & Applicability

Code of Conduct of the company is in alignment with its own set of values and commitments; This code is designed to provide each Board Member and every senior management employee with guidelines for appropriate professional conduct. It is not a statement of new beliefs or some form of codification of new rules of conduct, but it is a reaffirmation of enduring values and practices being followed ever since Company was brought alive.

The clear implication of these beliefs is that the responsibility for safeguarding and growing a company that lives up to this code lies within each and every one of us. Every employee of ours holds a position of trust. Acceptance of a position at any level or in any part Company includes acceptance of individual responsibility to uphold F Mec International Financial Services Ltd policies governing legal and ethical business practices. It also includes acceptance of individual responsibility for following all legal requirements and ethical business practices, as well as the responsibility to stress proper ethical behaviour among colleagues and subordinates.

2. National Interest

F Mec International Financial Services Ltd is committed in all its actions to the benefit of the economic development work making INDIA a developed nation. The company shall not undertake any project or activity to the detriment of national interest. The Company shall respect and abide by all applicable laws & regulations. It shall comply with the economic policies, objectives and priorities of our developing nation and shall strive to make a positive contribution not just in national but at regional levels too.

3. Shareholders

The F Mec International Financial Services Ltd shall be committed to enhancing shareholders wealth & value. The Board of Directors of the company commits itself to abide by all regulations and laws that govern shareholders rights and inform shareholders thoroughly about all relevant aspects of the company's business, and discloses such information in accordance with relevant regulations and agreements.

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4. Equal opportunities employer

The Company shall provide equal opportunities to all its employees and all qualified applicants for employment without discriminating with regard to their race, caste, sex, religion etc.

Our Human resource policies always promote equality in the workplace promoting equal opportunities to all its employees. Among our goals are to make benefits and services available to our employees with regard to their well being, to communicate effectively with them, to ensure equal employment treatment, to assist employees in realizing their potential and maximizing their productivity, and to fairly evaluate and recognize performance.

Further our all human resource policies be administered in a manner consistent with applicable laws and other provisions of this Code, respect for the right to privacy and the right to be heard, and that in all matters equal opportunity will be provided to those eligible and decisions shall be based on mutual discussions.

5. Safety, Health and Environment

The company attaches a great importance to a healthy environment and to the safety of its employees.

6. Ethical conduct

Every employee of the company including the Board Members shall deal on behalf of the company professionalism, honesty & integrity, while conforming to high moral and ethical standards. Such conduct shall be fair, reasonable & transparent and be perceived to be so by third parties.

Every employee of the company shall preserve the human rights of every individual and the community, and shall strive to honour commitments.

Every employee shall be responsible for the implementation of and compliance with the code in his/her environment. Failure to adhere the code could attract severe consequences, including termination of employment.

7. Transparency & Accountability

All Company employees ensure that their actions in the conduct of business and employment are totally transparent except where the need of business security demands otherwise. All employees

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shall voluntarily ensure that their areas of operation are always open to audit and the conduct of their activities are totally auditable.

8. Conflict of Interest

The Board Members and the employees of the Company shall avoid any conflict, or the appearance of a conflict, between his/her personal interests and the interest of the Company.

The Board Members and employees shall disclose all the circumstances that constitute an actual or apparent conflict of interest. These disclosures shall be made to the Board of Directors or the Audit Committee, as the case may be.

9. Entertainment, Gifts & Donations

The F Mec International Financial Services Ltd and neither of its employees shall receive or offer, directly or indirectly, any gifts, donations, remuneration, hospitality, illegal payments and other comparable benefits which are intended to obtain business in favor of influencing any business decision for the conduct of business.

10. Financial Reporting and Records

F Mec International Financial Services Ltd shall prepare and maintain its accounts fairly and accurately and in accordance with the accounting and financial reporting standards which represent the generally accepted guidelines, principles, standards, applicable laws.

Internal accounting and audit procedures shall reflect, fairly and accurately, all of the company's business transactions and dispositions of assets, and shall have internal control to provide assurance to the company's board and shareholders that the transactions are accurate and legitimate.

There shall be no willful omissions of any company transactions from the books and records, no hidden bank accounts and funds.

11. Political Non Alignment

F Mec International Financial Services Ltd shall not support, directly, or indirectly, any specific political party or candidate for political office. The Company shall not offer or give any Company's fund or property as donations, directly or indirectly, to any specific political party, candidate or campaign.

12. Confidentially

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Any information concerning the Company's business, its clients, etc. , which is not in public domain and to which the Board and/or the employees have access or possess such information, must be considered confidential and held in confidence, unless authorized to disclosed by the appropriate Authority in the company. As and when it be disclose it is required as a matter of law or required in the ordinary course of business of the company.

13. Insider Trading

The Board Members and Designated Employees shall comply with the prescribed rules and regulation and restrict themselves to do any Insider Trading. The Board Members and the employees shall not derive any benefit or assist others in deriving benefit by giving investment advice, from the access to and possession of information which is not in public domain, about the company and/or its clients companies, and therefore constituting insider trading.

14. Compliance with Applicable Laws, Rules and Regulations

The Board Members and Designated Employees of the company have a duty to comply with all the laws, rules and regulations that apply to the Company's business. They must acquire appropriate knowledge of the legal requirements relating to their duties, either from internal source or from an outside source. Violations of applicable laws, rules and regulations may subject them to individual criminal or civil liabilities, as well as disciplinary action/s by the company.

15. Reporting concerns

Every employee of company shall promptly report to the management, they become aware of any actual or possible violation of the Code or an event of misconduct or act not in the company's interest. It is the ethical responsibility of the employees to abide by and enforce this Code. The Board of Directors shall take necessary disciplinary action against any Director and/or employees who would be found guilty of violating this Code.

16. Where to seek clarification

The Board members and designated employees can get clarification regarding this code of conduct from the Compliance Officer of the Company.

Acknowledgement:

I have received the company's code of conduct for the Board and designated employees. I have read and understood the code and agree to be governed by it at all times.

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F MEC INTERNATIONAL FINANCIAL SERVICES LIMITED

Bimal Aggarwal

Din: 00361883

Managing Director