



An ISO 9001, ISO 14001 and OHSAS 18001 certified company.  
Marvel Infrabuild Pvt. Ltd. #76, Pembroke Layout, Panathur, Varthur Hobli, Bangalore-560043.

## VOLUNTARY CODE OF BUSINESS ETHICS

In the best interests of our company, clients and associates, we at Marvel conduct business ethically and with integrity, throughout the project life cycle, thus promoting quality output.

The Voluntary Codes of Business Ethics guides us in this endeavour. These principles help facilitate an open and transparent business environment, free of corruption and undue influence, enhancing the ability of the company to participate in national and global markets.

This document provides notes on how the company may voluntarily develop a practical and effective compliance program to implement the principles, and includes both the company as well as its owners.

### The principles

- **Compete fairly, act honestly, execute with integrity**

The company shall at all times comply with all applicable laws and statutes, and not participate in anti-competitive practices, including bidding, rigging or engaging in improper exchange of confidential information. It shall deal with clients, suppliers, partners and subcontractors professionally and based on their competitiveness and capabilities. In turn, the company should expect them to act in a manner consistent with this set of principles. The company shall execute its work to meet the set (contractual) standards and applicable construction codes in each country/market.

- **Transparency and accountability**

The company shall be transparent in its business dealings, by declaring any conflicts of interest or related party transactions. The company shall respect and protect the intellectual property rights of all interested parties and maintain, handle and process confidential commercial information with utmost care and in accordance with applicable laws. The company shall be accountable at all times to its owners, workers, clients and other stakeholders.

- **Bribery and undue influence**

The company shall prohibit bribery in any form. Bribery is defined as giving or promising to give anything of value directly or indirectly to improperly influence actions of an interested party. The company shall not receive or provide any improper benefits. Entertainment or gifts should be limited to accepted and legally permissible business practices and never with the intent of influencing a business decision or creating a conflict of interest or the appearance of impropriety.

- **Health and safety**

The company shall provide a healthy and safe work environment, minimize exposure to health risks and operate in compliance with applicable worker health and safety laws in each country/market.

- **Environmental impact**

The company shall conduct its operations in an environmentally responsible manner and in accordance with applicable environmental laws in each country/market. It shall try to limit any harm to the environment and protect the quality of life and safety of communities affected by its activities.

- **Treatment of workers**

The company shall treat all workers with dignity, respect and fairness and respect the diversity of the workforce in accordance with the applicable laws of each country.

- **Community engagement**

The company shall encourage community engagement to help foster social and economic development and will be sensitive to, and respectful of local customs, practices and resources.