

ZERO TOLERANCE STATEMENT



The Board is committed to carrying out business fairly, honestly and openly.

Accordingly, we would like to express our commitment to a "zero tolerance" approach to any form of bribery or corrupt activity.

All employees and executives have been clearly informed that breaching the anti-bribery policies which RWE Supply & Trading (India) Private Limited has put in place may lead to formal disciplinary sanctions up to, and including termination of employment. Furthermore, it is possible that any breach may lead to criminal liabilities for both individuals and the company.

The Board also expects agents and sub-contractors to adhere to the same high standards. We will not retain any person or company known to have paid or solicited bribes. Furthermore, we require our agents and consultants to acquaint themselves with RWE's Code of Conduct. In addition, where appropriate, we impose contractually binding undertakings including a requirement that any funds paid by RWE Supply & Trading (India) Private Limited must be returned should it be suspected that bribery is taking place prior to the contract being terminated.

By explicitly rejecting all forms of corruption, the Board retains both its high reputation as well as the confidence of our business partners.

The Board ensures that the relevant training is provided to employees, and that RWE Supply & Trading (India) Private Limited continues to maintain rigorous operating procedures and uphold relevant directives.

The Compliance Officer should be the first point of contact for anyone seeking further guidance or wishing to discuss or report a suspicion in the strictest confidence.

Handwritten signature of Tapas Chandrahas Kapadia in black ink.

Tapas Chandrahas Kapadia

Handwritten signature of Chandrahas Laxman Deshpande in black ink.

Chandrahas Laxman Deshpande

Handwritten signature of Matt Vincent in black ink.

Matt Vincent