

CODE OF CONDUCT



Faze Three Limited is committed for creation of a positive work environment which values integrity, mutual respect and strong inter-personal relationships based on the values of respect, harmony and mutual developments. Faze Three management expects from all its employees regardless of their position to maintain high standards of disciplined behaviour and moral values which includes :

Adopting a behaviour where people are core valued as individuals and treated with respect, trust, ownership, integrated team work, dignity, fairness and equality, leaving no room for displays of favoritism.

To safeguard Company's physical property and other assets against unauthorized use or removal, as well as against loss by criminal act/terrorism activities or breach of trust.

To refrain from misusing controlled substances, or selling, manufacturing, distributing, possessing, using or being under the influence of illegal drugs and alcohol at work place is prohibited.

All Faze Three employees are expected to ensure that their conduct at all times, in official as well as personal capacity is such that Faze Three's reputation is upheld and at no times should indulge in any action / behaviour which amounts to :

- Violation any law;
- Using abusive - expletive infested language;
- Using office assets and properties for personal work;
- Using their position or authority associated with them;
- Accepting or soliciting gifts or courtesies from suppliers/other service providers.
- Misuse of the funds and its non-judicious investments;

Management expects from all its employees irrespective of their cadre to :

- Maintain Company's properties and assets with appropriate care;
- Maintain tidiness in their respective work areas;
- Ensure quality at all levels of production, business integrity/ethics.

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FAZE THREE LIMITED

380/1, SILVASSA - KHANVEL ROAD, DAPADA, SILVASSA - 396 230, UNION TERRITORY OF DADRA & NAGAR HAVELI, INDIA.
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Faze Three are committed to maintaining the highest level of integrity and honesty throughout all aspects of its business.

Child Labor- Workers are at least age 15 or over the age for completion of compulsory education or Factory Act working age, whichever is higher.

Young Workers/Juvenile/Adolescent- To ensure that Young Workers/Juvenile/Adolescent do not work at night and that they are protected against conditions of work which are prejudicial to their health, safety, morals and development.

Where Young Workers/Juvenile/Adolescent are employed, they should ensure that (a) the kind of work is not likely to be harmful to their health or development; (b) their working hours do not prejudice their attendance at school, their participation in vocational orientation approved by the competent authority or their capacity to benefit from training or instruction programs.

Facility shall set the necessary mechanisms to prevent, identify and mitigate harm to Young Workers/Juvenile/Adolescent; with special attention to the access Young Workers/Juvenile/Adolescent shall have to effective grievance mechanisms and to Occupational Health and Safety trainings schemes and programmes.

Force/Voluntary Labor- All work is voluntary and not performed under threat of penalty or coercion. Forced labor, including slave, bonded, trafficked, indentured or prison labor, is prohibited.

Harassment and Abuse-Workers are treated with respect and dignity. Workers are not subject to any form of physical, sexual, psychological or verbal harassment or abuse.

Discrimination- Workers are not subject to discrimination in hiring, compensation, promotion or discipline on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, parental status, social or ethnic origin or any other status protected by country law.

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Wages, Benefits and Terms of Employment- All workers with wages, including overtime premiums that meet or exceed legal standards or collective agreements, whichever are higher, and provide legally mandated benefits. Deductions from wages as a disciplinary measure are not permitted.

Working hours- Follows law of land for working hours and payment of the same . All overtime is voluntary and compensated at a legal premium rate. Workers are given at least 1 rest day in any 7-day period.

Freedom of Association & Collective bargain - Respect the rights of workers to associate, organize and bargain collectively in a lawful and peaceful manner without penalty or interference.

Health & Safety- Maintain a safe, hygienic and healthy working environment. Adequate measures, systems, protections and training are provided to avoid preventable incidents and injuries.

Environmental Protection- Comply with all applicable environmental laws and regulations, adopt reasonable measures to mitigate negative operational impacts on the environment, and strive to continuously improve environmental performance.

Ethical Conduct- Do not tolerate, permit, or engage in bribery, corruption, fraud or unethical practices to secure an improper advantage, regardless of the form they take, whether in dealings with public officials, any worker or agent or any individual in the private sector.

Sub-Contracting- Do not use a subcontractor for the manufacture of merchandise or components thereof without disclosure and only after the subcontractor has agreed to comply with the Implementation Standards of this Code.

Employment Condition- To ensure that employment relationships do not cause insecurity and social or economic vulnerability for workers. Before entering into employment, facility are to provide workers with understandable information about their rights, responsibilities and employment conditions, including decent working conditions ,working hours, remuneration and terms of payment.

Management Systems- To take a proactive approach and implements effective management systems in order to continuously improve working conditions within their facilities and maintain compliance with the Code.

Transparency, Responsibility & Compliance- Transparent in the policies, processes and standards which govern the operations and are related to the compliance with the Code.

Authorized by

Faze Three Management

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