

Code of Conduct

STATEMENT OF THE MANAGEMENT

Scientiquipp Pvt.Ltd, headquartered in Mumbai, is guided by core beliefs and values that define its character. As a family-owned business, the company prioritises quality and places great value on people—customers, employees, and the wider community. Built on the foundations of partnership, reliability, and trust, Scientiquipp strives to be an international player with a global perspective, all while staying closely connected to its Mumbai roots in India.

At Scientiquipp, we prioritise sustainability, a customer-centric approach, and long-term vision, underscored by endurance, consistency, and credibility. We foster a collaborative culture that supports both our employees and customers, ensuring an environment built on trust and mutual respect.

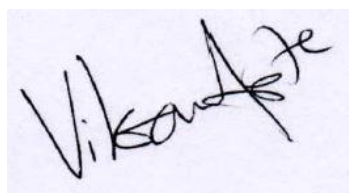
Our core strengths encompass advanced manufacturing processes and extensive expertise in centrifugation, supported by our capacity to address complex technical challenges. By leveraging our regulatory knowledge and commitment to technical excellence, we transform customer requirements into innovative solutions. This approach ensures a comprehensive portfolio of high-performance products characterized by both outstanding technical standards and exceptional perceived quality.

Scientiquipp distinguishes itself with high service quality, strong R&D, and a reputable "Made in India" brand. Its customer-focused approach, long-term vision, and agile family-run structure are key factors in its global market leadership.

Our actions play a key role in shaping outcomes. This code of conduct sets forth the principles and standards for lawful and ethical behaviour in business operations. It applies to all managers and employees (collectively referred to as "employees") within the company.

We expect our suppliers, distributors, business partners, and cooperation partners (collectively referred to as "suppliers", "distributors", "business partners", and "cooperation partners") to follow the code of conduct and encourage similar commitments among those they influence.

Mumbai, July 01, 2026



Mr. Vikram Vaman Apte
CEO & Executive Director

INTEGRITY OF THE COMPANY

Compliance with the law

We comply with local laws in all countries where we do business, reflecting our core values. This commitment not only fulfils our obligations but also benefits our staff, particularly in regions where law enforcement may not consistently uphold the rule of law. All employees should understand the regulations relevant to their duties and follow them carefully. If questions arise, supervisors are available to provide guidance.

Prohibition of Bribery and Corruption

In business settings and in dealings with authorities, employees are strictly prohibited from promising, offering, granting, soliciting, accepting, or obtaining improper advantages for business partners, their personnel, or officials, whether directly or indirectly. Similarly, employees must not solicit or accept improper benefits from business partners. An advantage is deemed improper if its nature and magnitude have the potential to improperly influence the recipient's actions or decisions.

Ensuring fair competition and prohibition of cartels

Scientiquipp is dedicated to ensuring fair competition worldwide. It strictly forbids any form of price fixing or market division with competitors, as well as abusing a dominant position in the market. These rules apply not only to direct agreements but also to any coordinated actions.

Combating money laundering

Money laundering refers to the process of introducing illegally obtained money or unlawfully acquired assets into the legal financial and economic system. Scientiquipp is actively engaged in measures to combat money laundering globally. Payments of dubious origin are subjected to careful scrutiny before acceptance. As a general rule, cash payments should never be accepted.

Foreign Trade Law and Export control

We comply with all regulations governing cross-border trade, particularly adhering to existing import and export restrictions and obtaining necessary permits.

Data Protection

We handle the personal data of our colleagues, business partners and other affected individuals responsibly and confidentially. We use personal data exclusively for the purpose for which it was provided to us. To ensure the protection of this data, the required diligence must be applied within the scope of assigned tasks. In case of uncertainties regarding the lawful handling of personal data, every employee is encouraged to contact the designated employer representatives of the company's data protection officer.

Protection of trade secrets and information

Every employee is obliged to keep confidential business information about or from the Scientiquipp group companies or business partners that has not been publicly disclosed. Measures must be taken to prevent unintentional disclosure, and this information should only be used within the scope of business necessity. Employees are expressly prohibited from unlawfully obtaining third-party trade secrets. In special situations, such as sensitive development projects requiring increased confidentiality, this must be maintained even among colleagues.

Avoidance of conflicts of interest

A conflict of interest arises when an employee's personal interests' conflict or could potentially conflict with the interests of Scientiquipp Pvt.Ltd. Employees should avoid situations where their personal interests contradict their duties to Scientiquipp. If such a conflict of interest arises, the employee is obliged to inform his or her supervisor, prior approval from Scientiquipp is particularly required for business side activities, especially if they are related to Scientiquipp's competitors or OEM customers.

Reporting

Honest internal and external reporting is fundamental to trustworthy and effective cooperation.

Product Safety

Scientiquipp sets the highest standards for the safety of its products. We continuously develop our products and safety concepts in line with the current state of technology. We monitor our products globally for potential issues and take appropriate measure when necessary.

We recognize the potential environmental risks, such as handling mercury, persistent organic pollutants, or hazardous waste, and are aware that these risks can also have adverse effects on human health. Our company- wide environmental and safety mission forms the framework for our operational environmental protection. We continuously review the compliance of our activities with applicable international agreements.

EMPLOYEES AND WORKING CONDITIONS

Working Conditions

We respect applicable labour laws and regulations and protect the rights of our employees, in accordance with the relevant laws and regulations. Compensation is in accordance with applicable laws and regulations, and working hours comply with the respective legal requirements.

Health and Safety

Health and Safety at the workplace is our highest priority and always takes precedence. Scientiquipp is committed to providing a safe and Healthy work environment for its employees. Every employee is encouraged to be vigilant and use personal protective equipment when necessary. In case of deficiencies, it is the duty of every employee to inform the relevant safety officer or their supervisor.

Prohibition and Discrimination

All employees are treated equally regardless of gender, age, skin colour, caste, ethnic origin, sexual identity, disability, religious affiliation, beliefs or other personal characteristics.

Handling Company Assets

Scientiquipp provides employees with the necessary resources for their work performance, including facilities, equipment, and other assets such as know-how. Employees are obligated to handle these resources carefully and protect them from loss, theft or damage. Scientiquipp's assets should generally only be used for business purposes, and private use is only permitted with written consent.

SOCIAL RESPONSIBILITY AND ENVIRONMENTAL PROTECTION

Respect for Human Rights

Scientiquipp respects human dignity and is actively committed to upholding and protecting human rights. Every employee is obligated to ensure that these general human rights are respected. Our goal is to continuously improve and develop the implementation of human rights due diligence. This fundamental statement illustrates the commitments we have made and our dedication to respecting human rights and the environment.

No tolerance for forced and child labour

Scientiquipp does not tolerate any form of child labour or forced labour. All forms of employment must be voluntary, and it must be possible to terminate the employment relationship. We strictly reject any form of employment where employees are directly or indirectly forced to work through violence or intimidation.

Environmental Protection and sustainability

Protecting humans, including our employees, also requires protecting our environment. Therefore, our company is committed to responsible and sustainable environmental practices and resource management. We actively pursue these goals.

IMPLEMENTATION & HANDLING OF VIOLATIONS

Implementation of the Code of Conduct

The management of Scientiquipp Pvt Ltd is responsible for ensuring that executives and employees are adequately familiar with and comply with this code of conduct.

Handling Violations

Scientiquipp does not tolerate violations of these conduct guidelines. Therefore, the company reserves the right to terminate contractual relationships with business partners or take employment-related actions against employees. Additionally, criminal and civil consequences may ensue. However, our common goal is to avoid such far-reaching consequences.