

	BHARAT BALANCING WEIGHTSS & CO			ANNEXURE	
	APPROVED BY	DOCUMENT NO	ISSUE NO	ISSUE DATE	REVISION NO.
	MD	BBW/ANX/63	01	10/4/2023	00

BHARAT BALANCING WEIGHTSS & CO
Coimbatore
CODE OF CONDUCT

<p><u>HONESTY</u></p> <p>We tell the truth. If we make a mistake, we do not try to hide it. We behave so that all of our stakeholders can rely on us to do what we say we will do. Whether preparing a financial report, responding to a question from auditors, talking to a customer or dealing with a supplier or other stakeholder, we are always truthful. We refrain from any conduct that is questionable on ethical grounds</p>	<p><u>RESPECT</u></p> <p>We treat each other with dignity. We operate safely with environmental responsibility and respect our fellow associates, our suppliers, our customers and the communities where we operate.</p>
<p><u>FAIRNESS</u></p> <p>We buy and sell based on our business merits without unethical practices. We understand that Timken's business interests, opportunities and information belong to our Company and should only be used in Timken's best interests. We avoid conflicts of interest. We always advance Timken's legitimate business interests when the opportunity to do so arises.</p>	<p><u>RESPONSIBILITY</u></p> <p>We are guardians of Timken's outstanding reputation for ethics and integrity. We act responsibly, exercise sound judgment and do what is necessary to preserve and enhance that reputation. We do not wait for others to tell us what we need to do. We follow our Standards of Business Ethics and understand how the law affects our actions.</p>

10/4/2023


Managing Director