



Code of Business Principles

- **Century** Paper & Board Mills (CPBM) conducts the Business lawfully, with honesty, integrity and with respect for human rights and the interests of our stakeholders including customers, vendors, employees and shareholders. We shall similarly respect the legitimate interests of those with whom we have relationships.
- **Century** manages its broad range of operational, social, and environmental responsibilities and is committed to making continuous improvements keeping focus on long-term sustainable business.
- **Century** being an equal opportunity employer has no discrimination in hiring, compensation, access to training, promotion, termination or retirement and has no harassment based on race, caste, color, national or ethnic origin, age, religion, disability, disease, marital status, pregnancy, sex, sexual orientation, and gender identity, and provides basic human rights.
- **Century** respects the dignity of the individual. We follow the international rules on Child Labor, Minimum Wages, and Overtime and discourage all types of forced labour including Bonded Labor, Human Trafficking and Modern Slavery and respect the right of employees to freedom of association. We expect and encourage our business partners to follow these values too.
- **Century** believes in uprightness of performance and expects the employees to act in company's best interest. Employees are required to work with integrity and honesty particularly while holding confidential information. Any unfair or corrupt practices, either to solicit business for the company or for personal gains of the employee, is violation of business codes of Century. The company therefore does not authorize any staff member to accept any direct or indirect gift, bribery, or favor from any outside business contact with whom the company has a buying or selling relationships, to indulge in any unlawful acts or to hamper organization in case of conflict of interest.



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- **Century** is committed to working with employees for the development and enhancement of each individual's skill and capabilities and is committed to creating safe and healthy working conditions for all employees. Training of workers on applicable elements of policy is also conducted periodically. We maintain good communications with employees through company based information and consultation procedures.
- **Century** believes in confidentiality of Information & data privacy relating to and collected by any employee, customer, vendor and other stakeholders. We will not misuse or disclose information to private individuals, other organizations unless specifically authorized by law or by the consent of the concerned.
- **Century** believes in people's inherent & prior rights to their land & resources and respects their legitimate authorities. Century therefore believes in free, prior & informed consent in purchase, use, change of land usage, from people & regulatory authority and does not believe in land grabbing and its unauthorized use.
- **Century** opposes deforestation, that damages high conservation value and high carbon stock; we, practically contribute to its preservation by using bio-mass, waste paper and agricultural wastes as its prime raw material and fuel.
- **Century** believes in impartial community development without any prejudice, political affiliations with any person or group of persons working for gains. We contribute our resources for a better environment with an unprejudiced approach.
- **Century** believes in free and fair business practices and open competitive markets. Developing any association within the segment, industry or with competitors to distort the pricing and availability is contradictory to our business code of conduct. Any anti-trust activity such as price fixing, monopolization, forming cartel is prohibited.



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- **Century** as a responsible corporate citizen strongly adheres to the principles of corporate governance and complies with obligations enforced by regulatory agencies. Century's financial policies for conducting business, entrust transparency and integrity; we follow principles of accounting and finance as approved by regulations and contemporary accounting codes in vogue. Any unsupportive or false entry, infringement of accounts for individual or company gain is strongly incoherent with our business codes and ethics.

Prepared By : _____

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