

# COMPLIANCE

## COMMITMENT BY NOVATEUR ELECTRICAL & DIGITAL SYSTEMS PRIVATE LIMITED

Complying with the rules of business ethics is one of the Fundamental Principles of Legrand Group Social Responsibility

The Group Main Focus is on following topics:

- Anticorruption
- Fraud
- Embargoes
- Fair Competition

Beyond my own personal commitment on these issue, I implement the awareness-rising and training scheme for my own teams with a view to proper enforcement of Group’s compliance programme and of our internal procedures.

More Specifically, I make sure my teams are trained in applicable rules and procedures and properly informed of the risks to which they may expose themselves or the company.

The Group’s Charters, procedures, and good practice guides, along with related training media, are available on the Dialog Finance page, in a new section entitled “Compliance Programme”. They may be supplemented locally by our own internal procedures.

Each Employee may consult their Compliance Officer, their Ethics Representative, their direct manager or the Group Legal Affairs Department to dispel any doubts or questions.

It is up to each individual working at NEDSPL to be vigilant in observing these principles.

**TONY BERLAND**  
Managing Director



|   |   |                                    |   |   |   |
|---|---|------------------------------------|---|---|---|
| <b>Amit Singh</b><br>CFO & Compliance Officer   |  | <b>S. Singh</b><br>CEO Numeric     |  | <b>L. Murthy</b><br>VP – Strategic Project          |  |
| <b>S. Kakkar</b><br>Director Sales Legrand      |  | <b>D. Patil</b><br>COO             |  | <b>J. Samuel</b><br>CFO Numeric                     |  |
| <b>S. Saxena</b><br>Director Marketing          |  | <b>S. Manjrekar</b><br>VP Purchase |  | <b>A. D. Saldanha</b><br>Entity Head - HR (Numeric) |  |
| <b>S. Bhat</b><br>Director Sales Indoasian      |  | <b>F. Petit</b><br>AVP SCM         |  | <b>A. Aneez</b><br>Head CSR                         |  |
| <b>P. Pande</b><br>AVP Intl Marketing Indoasian |  | <b>M. Chaukar</b><br>VP HR         |  | <b>M. Tibrewal</b><br>Head – Internal Audit         |  |

Write to Compliance Committee on [India.ComplianceCommittee@Indoasian.com](mailto:India.ComplianceCommittee@Indoasian.com)

CSR



ACT ETHICALLY  
TOWARDS SOCIETY

