



ETHICS POLICY

BOTIL expects that all of its business is conducted in compliance with high ethical standards of business practice on all dealings with employees, customers, suppliers and other stakeholders.

This Ethics Policy, as approved by the management of BOTIL, is developed to ensure that our business is conducted in adherence with high ethical and legal principles and sets standards of professionalism and integrity for all employees and operations. It covers:

- All employees have the right to expect and the responsibility to ensure that BOTIL's business is conducted with high ethical standards and legal principles;
- Our policy is to operate within applicable law;
- Discrimination or harassment of any kind will not be tolerated;
- As a matter of policy, we do not make political donations;
- No bribes shall be given or received;
- Conflicts of interest must be avoided;
- We aim to be a responsible partner within our local communities; and
- Employees are encouraged and supported to report, in confidence, any suspected wrong doing.

DISCIPLINARY ACTION

Any BOTIL employee who violates these ethical standards is subject to disciplinary action which can include oral reprimand, written reprimand, suspension or termination of employment.

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R K GOGIA
President-Operations

Corporate Office :
Mohta Bldg., 4th Floor
4 Bhikaji Cama Place
New Delhi 110 066
Tel : +91-11-26196442-43
Fax : +91-11-26196664
E-mail : botil@vsnl.com

Works :
Bhora Kalan, Bilaspur - Pataudi Road
Off NH-8, MS-60
Dist : Gurgaon, Haryana - 122 413
Tel : +91-124-2866300 (30 Lines)
Fax : +91-124-2279382
Email : botil@botilindia.com
Web : www.botilindia.com

