

## **POLICY ON CONFIDENTIAL INFORMATION**

### **~ Appropriate Nondisclosure Agreements.**

Confidential information may take many forms. An oral presentation about a RR Global's product development plans may contain protected trade secrets. A customer list or employee list may be a protected trade secret. A demo of an alpha version of RR Global's new software may contain information protected by trade secret and copyright laws. Employees shall never accept information offered by a third party that is represented as confidential, or which appears from the context or circumstances to be confidential, unless an appropriate nondisclosure agreement has been signed with the party offering the information. Employees shall be aware of guidelines concerning third-party confidential information.

### **~ POLICY ON ELIMINATION OF CHILD LABOUR.**

RR Global's policy is not to support child labor. RR Global is committed to implementing the provisions of the child labor (Prohibition and Regulation) Act, 1986. Towards this end, RR Global is committed to work in a pro-active manner to eradicate child labor by actively contributing to the improvement of children's social situation. To promote this, RR Global encourages its suppliers also to work towards a no child-labor policy. As part of its efforts to eliminate the evil of child labor, RR Global encourages the employment of the parents of such children to secure the existence of the family and the education of the children. RR Global supports the use of legitimate workplace apprenticeship, internship and other similar programs that comply with

### **~ POLICY ON ABOLITION OF FORCED LABOUR.**

RR Global strictly prohibits forced or compulsory labor. RR Global is committed to ensuring that employees enter into employment and stay on in RR Global out of their own free will. RR Global also insists that its suppliers prohibit forced labor or other compulsory labor in any of their operations.

#### **a. Anonymous complaints**

This policy encourages an employee to put his/her name to any disclosures he/she makes. Any malpractice, impropriety, abuse and wrongdoing (hereinafter referred to as "Concern") expressed anonymously are much less credible, but they may be considered for further action at the sole discretion of RR Global.

#### **b. Good faith complaints**

Every employee has a duty to read and understand the policies, raise queries and report any violation of policies. If an employee makes an allegation in good faith, which is not confirmed by subsequent investigation, no action will be taken against that employee. In raising the concern the employee shall exercise due care to ensure the accuracy of the information.

### **~ Maintaining confidentiality of the concern**

The employee making the disclosure of concern as well as any of the persons to whom the concern has been disclosed or any of the persons who will be investigating or deciding on the investigation, shall not make public the concern disclosed except with the prior written permission of the Audit Committee. However, this restriction shall not be applicable if any employee is called upon to disclose this issue by any judicial process and in accordance with the laws of land.

**~ PREVENTION OF SEXUAL HARASSMENT COMMITTEE (PSHC) MEMBERS:**

PSHC Chair Person		
RR Kabel Ltd.		
RR Global Wires Ltd.		
RR Parkon		
RR Global Electricals Ltd.		
Ombuds Administration		

**~ OMBUDS TEAM:**

CORPORATE OMBUDS PERSON		
RR Kabel Ltd.		
RR Global Wires Ltd.		
RR Parkon		
RR Global Electricals Ltd.		
Ombuds Administration		