



## **CREDYNOVA SOLUTIONS PRIVATE LIMITED**

*Credible Solution, Sustainable Solution!*  
(Also known as “Credynova”)

### **Code of Business Conduct**



## Introduction:

Credynova is committed to conducting business with the highest standards of ethics, integrity, and sustainability. This Code of Business Conduct (the "Code") outlines the principles and guidelines that govern our business practices, ensuring alignment with the Voluntary Carbon Market (VCM) compliance requirements, Environmental, Social, and Governance (ESG) goals, sustainability standards, and climate-related importance.

## Purpose:

The purpose of this Code is to establish a framework that promotes ethical behaviour, compliance with legal and regulatory requirements, and adherence to our core values of integrity, transparency, and sustainability.

## Scope:

This Code applies to all employees, contractors, and stakeholders involved in Credynova's operations. It covers all activities, including project development, carbon and nutrient credit transactions, and collaborations on climate innovation.

## Ethical Business Practices

Credynova is committed to maintaining the highest standards of ethical business practices. This includes:

### *Compliance with Laws and Regulations:*

Adhering to all applicable laws, regulations, and standards, including those related to the VCM.

### *Integrity and Honesty:*

Conducting business with honesty, integrity, and transparency in all interactions.

### *Fair Competition:*

Competing fairly and ethically, avoiding any anti-competitive practices.

### *Confidentiality:*

Protecting confidential information and respecting the privacy of our clients, partners, and employees.

### *Conflict of Interest:*

Avoiding conflicts of interest and disclosing any potential conflicts to management.

## ESG Goals and Sustainability Standards:

Credynova is dedicated to achieving its ESG goals and adhering to sustainability standards. This includes:

### *Environmental Responsibility:*

Reducing our environmental impact through sustainable practices, including emissions reduction, resource conservation, and renewable energy use.

### *Social Responsibility:*

Promoting diversity, equity, and inclusion, supporting community engagement, and ensuring the well-being of our employees.

### *Governance:*

Ensuring accountability, transparency, and ethical decision-making within the organization.

## Climate-Related Importance:

Credynova recognizes the critical importance of addressing climate change. Our business practices will:

### *Support Climate Action:*

Align with global climate goals, including the Paris Agreement, and contribute to reducing greenhouse gas emissions.

### *Promote Climate Resilience:*

Implement strategies to enhance climate resilience and mitigate climate-related risks.

### *Engage Stakeholders:*

Collaborate with stakeholders to promote climate action and sustainability.

## Stakeholder Engagement:

Credynova values the input and collaboration of its stakeholders. Our approach to stakeholder engagement includes:

### *Open Communication:*

Maintaining open lines of communication with all stakeholders, including clients, partners, employees, and the community.

### *Regular Consultations:*

Conducting regular consultations with stakeholders to gather feedback and address concerns.



### *Collaborative Initiatives:*

Engaging in collaborative initiatives that promote sustainability, climate action, and community development.

### *Transparency:*

Providing transparent information about our activities, performance, and impact to stakeholders.

## **Training Requirements:**

Credynova will provide ongoing training to ensure that all employees and contractors understand and adhere to this Code. Training will include:

### *Ethics and Compliance Training:*

Regular training on ethical business practices, legal and regulatory requirements, and compliance with this Code.

### *ESG and Sustainability Training:*

Training on ESG goals, sustainability standards, and climate-related importance in business conduct.

### *Specialized Training:*

Additional training for specific roles and responsibilities as needed.

## **Reporting Violations:**

Credynova encourages employees, contractors, and stakeholders to report any violations of this Code. Reports can be made through the following channels:

### *Anonymous Reporting:*

An anonymous reporting system will be available to ensure confidentiality and protect the identity of the reporter.

### *Direct Reporting:*

Reports can be made directly to the HR department, Compliance Officer, or any member of management.

### *Whistleblower Protection:*

Credynova will protect whistleblowers from retaliation. Any form of retaliation against individuals who report violations in good faith will not be tolerated.

## **Consequences for Policy Violations:**

Credynova takes violations of this Code seriously. Consequences for policy violations may include, but are not limited to:

### *Verbal or Written Warnings:*

Issued for minor infractions or first-time offenses.

### *Mandatory Training:*

Required participation in additional training sessions focused on ethics and compliance.

### *Suspension:*

Temporary suspension from duties for more serious or repeated violations.

### *Termination:*

Dismissal from employment for severe or repeated breaches of the Code.

### *Legal Action:*

In cases where violations also breach legal standards, appropriate legal action will be taken.

## **Metrics for Measuring Compliance:**

Credynova will use the following metrics to measure compliance with this Code:

### *Compliance Training Completion Rates:*

Percentage of employees who have successfully completed required compliance training.

### *Incident Reporting and Response Times:*

Number of compliance incidents reported and the time taken to respond to them.

### *Policy Adherence:*

Percentage of employees and processes following established policies and procedures.

### *Audit Findings:*

Results from internal and external audits, including the number of non-compliance issues identified and resolved.

### *Employee Feedback and Surveys:*

Regular surveys to gather employee feedback on the effectiveness of the compliance program.

### *Regulatory Compliance Rate:*

Adherence to applicable laws and regulations, measured against the total number of regulatory requirements.

### *Whistleblower Reports:*

Number of whistleblower reports received and the outcomes of investigations.

### *Third-Party Compliance Performance:*

Compliance performance of third-party partners and suppliers.



## **Monitoring and Review**

Credynova will regularly monitor and review its activities to ensure compliance with this Code. This includes internal audits, feedback from stakeholders, and periodic reviews by the Compliance Officer.

## **Conclusion:**

Credynova is dedicated to maintaining the highest standards of ethical business conduct. By adhering to this Code, we aim to foster a culture of integrity, transparency, and sustainability, thereby enhancing our ability to achieve our mission and goals.