

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
- Embargoes
- Fraud
- 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.



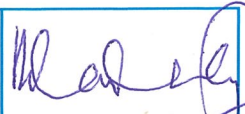
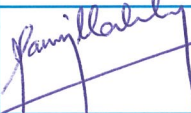
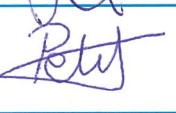


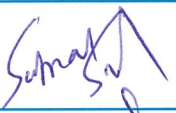






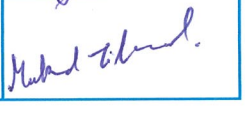

The Group's Charters, procedures, and good practice guides, along with related training media, are available on the Dialog Finance page, in a new section entitled "Compliance Programme". They may be supplemented locally by our own internal procedures.

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



D. Tiwana CFO & Compliance Officer		S. Manjrekar VP Purchase		L. Murthy VP – Strategic Project	
S. Kakkar Director Sales Legrand		F. Petit AVP SCM		V. Mehar Entity Head – HR	
S. Saxena Director Marketing		S. Singh CEO Numeric		A. Kumar HR Head – Numeric	
S. Bhat Director Sales Indoasian		J. Samuel CFO Numeric		A. Aneez Head CSR	
P. Pandey AVP Intl Marketing Indoasian		M. Chaukar VP HR		M. Tibrewal Head – Internal Audit	
D. Patil COO					

CSR

ACT ETHICALLY
TOWARDS SOCIETY

