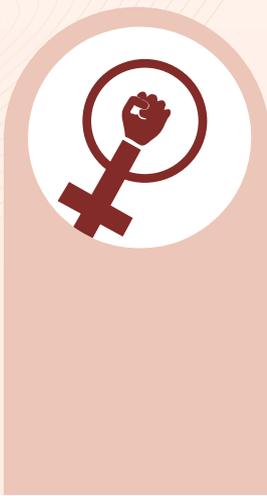




Umano Healthcare

A subsidiary of United Biotech (P) Limited

Umano Healthcare (P) Limited



Code of Conduct for Umano Healthcare

At Umano Healthcare, our Code of Conduct outlines the ethical principles that guide our actions and decisions. This code is intended to focus on areas of ethical risk, provide mechanisms to report unethical conduct, and foster a culture of honesty and accountability among all stakeholders.

1 Adherence to Ethical Standards

All employees, & stakeholders must comply with the letter and spirit of this Code of Conduct.

Uphold the duty of loyalty to the company and avoid any actual or apparent conflicts of interest.

2 Integrity in Competition

Compete fairly, honestly, and vigorously to protect our customers, shareholders, and each other.

3 Commitment to Equal Opportunity

Umano Healthcare is an equal opportunity employer. Employment decisions are based on merit and business needs.

We are committed to fair employment practices that provide equal opportunities for all employees, free from discrimination.

4 **Zero Tolerance for Discrimination and Harassment**

Discrimination or harassment based on race, color, religion, disability, gender, national origin, age, genetic information, military status, or any legally protected status is strictly prohibited.

Harassment in any form has no place at Umano Healthcare, and employees will be protected against acts of retaliation.

5 **Safe and Healthy Work Environment**

We strive to maintain a healthy and safe work environment. Substance abuse, as well as the use or distribution of drugs and alcohol while at work, is strictly prohibited.

6 **Environmental Responsibility**

Treat environmental issues professionally and actively seek to develop and implement business opportunities that contribute to a more sustainable society.

7 **Reporting Unethical Conduct**

Encourage all stakeholders to report unethical conduct or violations of this Code without fear of retaliation. We provide mechanisms for reporting and addressing concerns.

8

Women's Safety and Well-being

Umano Healthcare is committed to providing a safe and respectful workplace for women. We have zero tolerance for harassment or abuse and ensure prompt action to address any safety concerns.

All employees are encouraged to report incidents without fear of retaliation.
