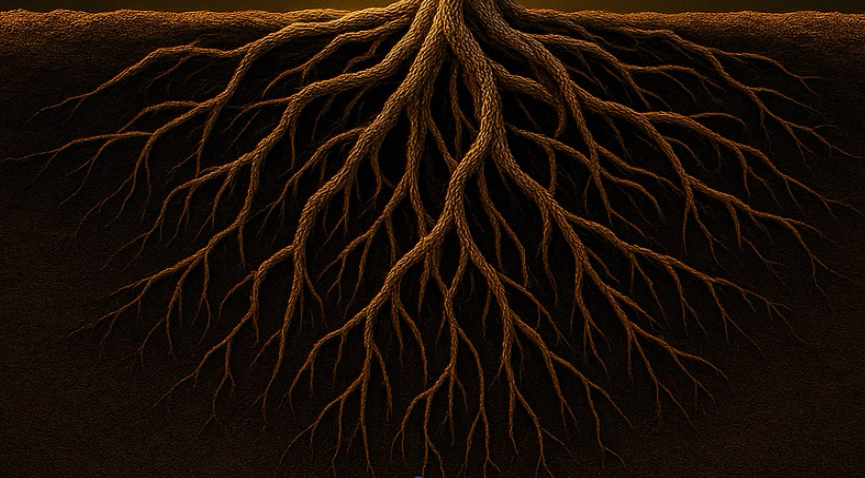




N'ergize



N'act

Turning Principles into Practice

FOREWORD

At “N’ergize”, we recognise that the true measure of an organization lies not only in its success, but in its purpose, integrity, and empathy, with which that success is pursued. N’act is a formal expression of our unwavering commitment to responsible citizenship, ethical business practices and personal accountability.

We shall hold ourselves to the highest standards - not merely for compliance, but for conscience. As an organization that places purpose before profit, we believe that every action must be guided by honesty, fairness, and a deep respect for people, communities, and the environment. Our commitment to philanthropy is central to who we are - we view our work not only as a service, but as a contribution to the greater good.

This document is more than a set of principles; it is a compass that reflects our shared values. It applies to all our subsidiary companies and its employees/members/associates and affirms

our collective responsibility to uphold trust, transparency, and dignity in all we do.

We are guided by the simple yet profound belief: “***If the intent is right, nothing can go wrong.***” with this spirit, we strive to enrich the quality of human life through purpose and principle.

Naveen N

Founder and CEO

OUR PURPOSE

“N’ergize lives™ “

*“Our purpose is to elevate the quality of human life by
infusing energy in diverse ways into every life we touch,
across all forms, creating a meaningful impact on
individuals and society as a whole”*

Since time immemorial, the **law of conservation of energy** has stood as a universal truth: *“energy can neither be created nor destroyed; it can only be transformed from one form to another”*.

This is more than science - it is the essence of life itself. Every thought, every act, every spark of inspiration carries energy that flows forward, shaping what comes next.

And that is our purpose - to **N’ergize lives**.

To awaken the energy that already exists within and around us, and channel it into forms that uplift, inspire, and endure.

- When energy becomes knowledge, lives are enlightened.
- When energy becomes compassion, lives are healed.
- When energy becomes innovation, lives are transformed.
- When energy becomes togetherness, lives are strengthened.

To N'ergize lives is to recognize that nothing we do is ever lost - every effort, every intention, every creation is part of an endless cycle of transformation that enriches humanity and society at large.

Just as energy is eternal, so too is the impact we leave behind when we live with purpose.

OUR VALUES

1. Purpose before profit
2. Integrity at the core
3. Contribution over consumption
4. Right Intent
5. Humility with growth

1. Purpose Before Profit

We exist to make a meaningful impact - profit is a result, not the reason. Every decision we make is guided by a higher purpose - to create meaningful impact for individuals and society, with profit as a natural outcome, not the driving force.

2. Integrity at the core

Energy flows with trust. We remain steadfast in honesty, fairness, and transparency, ensuring that every action reflects our principles and strengthens the faith placed on us.

3. Contribution over consumption

We measure success by what we give back, not by what we take. Our focus is on creating, nurturing, and contributing energy in ways that improve lives, empower communities, and sustain the world around us.

4. Right Intent

If the Intent is Right, Nothing Can Go Wrong, this is our compass. We lead with conscience, and trust that, right intentions bring right outcomes.

5. Humility with growth

We believe growth has meaning only when anchored in humility. By staying grounded, open to learning, and respectful of every life we touch, we ensure that progress enriches not just us, but everyone around us.

OUR CODE OF CONDUCT

1. N'ergize, is a proudly Indian organization guided by a strong sense of patriotism.
2. N'ergize, is committed to upholding and respecting the Constitution of India, the National Flag, the Nation's identity, and the principles of secularism. The organisation shall refrain from any activity that may compromise the dignity, unity, or integrity of the nation.
3. N'ergize is committed to ethical and responsible business practices and will not engage in any business activity that compromises the nation's economic interests, cultural identity, environmental resources, heritage, or the overall well-being of its citizens.
4. N'ergize is committed to environmental sustainability by optimising the use of natural resources, effectively managing

waste and hazardous materials, and actively working to minimise its impact on climate change.

5. N'ergize is deeply committed to the upliftment and well-being of the communities it serves. Guided by a sense of responsibility and care, the organisation will avoid any actions or business practices that may adversely affect the social, economic, or environmental interests of these communities.
6. N'ergize is dedicated to promoting the health and safety of citizens and preserving the environment in which it operates. The organization will not engage in any business activities that conflict with these principles.
7. N'ergize is committed to prioritising safety over commercial interests. The organisation shall ensure a clean, safe, healthy, and supportive working environment for all its employees and partners. It upholds a strict zero-harm policy as a core part of its operational values.

8. N'ergize prohibits the use of child labour and does not engage in or support any form of forced labour at its workplaces.
9. N'ergize is committed to conducting its business with the highest standards of ethics and integrity. The organisation will not engage in any unethical practices and will ensure fairness, honesty, and transparency in all its business dealings.
10. N'ergize will fully comply with all applicable laws, rules, and regulations of the land, region, state, and country in which it operates.
11. N'ergize upholds radical accountability - mistakes are inevitable but integrity lies in owning them. Trust is nurtured through transparency, not denial.
12. N'ergize employees shall commit to upholding professional ethics by demonstrating culturally respectful conduct, while ensuring fairness and transparency in all their actions.

13. N'ergize is committed to upholding human rights and preventing any form of unfair discrimination, fostering a work environment that is free from fear, bias, and greed.
14. N'ergize is an equal opportunity employer committed to fostering a diverse and inclusive workplace. The organization does not tolerate any form of unfair discrimination based on race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, or disability. While upholding these principles, the organization reserves the right to employ relatives of existing employees, provided that such appointments do not create a conflict of interest and comply with internal policies.
15. N'ergize respects the right to privacy of all its employees and is committed to treating every individual within the organization with dignity and respect.
16. N'ergize maintains a zero-tolerance approach to any form of harassment - whether sexual, physical, verbal, or psychological

- towards any gender, in line with the Prevention of Sexual Harassment (POSH) Policy laid down by the Government of India.

17. N'ergize is committed to delivering high-quality products and services to all its customers. The organization will adhere to all applicable quality standards and will not engage in unfair or misleading marketing practices, including the disparagement of competitors' products.
18. N'ergize dealing with its customers will be professional, fair, and transparent. The organization will preserve the right to customers privacy in terms of personal data as per applicable norms.
19. N'ergize will engage suppliers and service providers through fair and transparent selection process. The organization expects all partners to uphold and adhere to its ethical standards and values.

20. N'ergize is committed to treating its financial partners with fairness and utmost transparency. The organization will maintain accurate records of all activities, including complete and truthful financial statements.
21. N'ergize employees must obtain prior approval from the organization before accepting any role in another firm, engaging in external business activities, or participating in any pursuits that may impact their ability to perform their duties effectively. Any association with vendors, partners, suppliers, distributors, or similar entities must also be disclosed and approved. Such permissions will be granted solely at the discretion of the organization.
22. N'ergize encourages its employees, stakeholders, financial partners, vendors, suppliers, and service providers to report any potential violations of this Code of Conduct or unethical business practices. The organization is committed to maintaining the confidentiality of all whistleblowers and handling such concerns with discretion and integrity.

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N'ergize group

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