



Leadership Commitments, Objectives & Governance

At The Metal Powder Company Ltd, leadership is anchored in integrity, accountability, and transparency. We are committed to fostering ethical decision-making, sound governance, and sustainable business practices. Our objectives and governance framework ensure that every action aligns with our core values, drives responsible growth, and strengthens stakeholder trust.

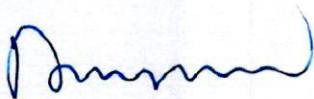
Focus Area	Qualitative Objective	Quantitative Target
Anti-Corruption & Bribery	Promote integrity and zero-tolerance for bribery through ongoing awareness and leadership communication.	100% of employees to receive annual training on anti-bribery and corruption awareness. Achieve zero incidents of confirmed bribery or corruption cases annually.
	Implement a formal Conflict of Interest Declaration process for all senior management and key decision-makers	100% Conflict of interest declaration from senior Employees by FY 2025-26
Conflicts of Interest	Transparency in all procurement processes and disclosures	100% of procurement is reviewed by Purchase Department, authorised by Sr.GM / GM & approved by CEO to ensure transparency.
	Foster a zero tolerance culture for deception and unethical behavior across all operations	Fraud prevention training for all key department
Fraud Prevention	Uphold integrity and accuracy in all reporting, documentation, and procurement activities.	Ensure 100% of reported fraud cases are investigated and closed within the defined timeframe.
	Safeguard third-party and internal data through secure systems, access controls, and regular compliance oversight.	Conduct IT risk assessment at all sites.
Information Security	Promote organization-wide awareness of cybersecurity practices and digital responsibility through periodic training.	Achieve 100% annual training compliance for all relevant employees on cybersecurity, phishing risks, and data security.

Money Laundering	Strong commitment to preventing money laundering and ensuring full compliance with all applicable laws and regulations.	Monitor 100% financial transactions over a specified threshold .Investigate 100% of suspicious transactions within 7 working days
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Review and Revision

Targets will be reviewed annually, or as needed, to reflect advancements in sustainability and ensure alignment with global environmental standards.

Approving Authority :



Chief Executive Officer

02.04.2025