



Techno Sales Corporation

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Registered Partnership Firm GSTIN: 27AAXFT4510D1Z1 |

Udyam No.: UDYAM-MH-26-0838253

Registered Address: Flat No. 202, Jai Shankar Residency, Ambegaon Kh., Pune – 411046

Code of Conduct Handbook (December 2025 Version)

Techno Sales Corporation

Code of Conduct Handbook

(December 2025 Version) Page 1 of 5



GSTN NO.
27AAXFT4510D1Z1

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Index

1. Introduction
2. Corporate Identity & Legal Registrations
3. Ethics and Compliance with Laws
4. Labor Practices & Human Rights
5. Health & Safety Policy
6. Environment & Community Policy
7. Business Continuity & Risk Management
8. Third Party Engagement Policy
9. Management System & Audit Compliance
10. Reporting Concerns & Whistleblower Policy
11. Compliance Declaration
12. Annexures

Introduction

Techno Sales Corporation commits to uphold the highest standards of integrity, ethics, and sustainability. This handbook outlines our policies, procedures, and commitments to ensure compliance and transparency in all business dealings.

Corporate Identity & Legal Registrations

Techno Sales Corporation shall maintain valid and updated registrations under applicable laws, including GST, Udyam, and Shops & Establishments Act. Any change in registration details shall be promptly communicated to stakeholders.

- **Legal Name:** Techno Sales Corporation
- **Business Constitution:** Partnership Firm
- **GST Registration:** 27AAXFT4510D1Z1
- **Udyam Registration:** UDYAM-MH-26-0838253 (Micro Enterprise)
- **Shops & Establishments Registration:** Application ID 101770862503, Receipt No. 2531000319737350

- **Partners:**
 - Mr. Gaurav Raghunath Prabhudesai
 - Mrs. Sushama Sachin Bugadikattikar
 - Mr. Ankush Ramrao Pawar
 - Mr. Sachin Krishna Bugadikattikar
 - Mr. Prashant Dattatray Tondale

Ethics and Compliance with Laws

- **Business Integrity & Anti-Corruption:** No employee, partner, or associate shall engage in bribery, corruption, or facilitation payments. Any violation shall result in disciplinary action and termination of engagement.
- **Conflict of Interest:** All employees and partners must disclose any actual or potential conflict of interest immediately to management.
- **Quality & Product Responsibility:** Products and services shall conform to contractual obligations, statutory requirements, and industry standards.
- **Fair Business Practices:** Collusive bidding, price-fixing, or unfair trade practices are strictly prohibited.
- **International Trade Compliance:** All import/export activities shall comply with applicable trade laws, sanctions, and restrictions.
- **Confidentiality & IP Rights:** Proprietary information and intellectual property shall be safeguarded against unauthorized use or disclosure.
- **Data Privacy & Information Security:** Processing of personal data shall comply with GDPR, Indian IT Act, and contractual data protection clauses.
- **Compliance with Laws:** The organization shall comply with all applicable labor, tax, environmental, and corporate laws.

Labor Practices & Human Rights

- **Wages & Benefits:** Employees shall be paid at least minimum wages and entitled to statutory benefits including overtime.

- **Working Hours:** Working hours shall comply with the Shops & Establishments Act and relevant labor laws.
- **Child Labor:** Employment of persons below the legal working age is strictly prohibited.
- **Forced Labor:** No employee shall be subjected to bonded, compulsory, or involuntary labor.
- **Human Rights:** Employees shall be treated with dignity and respect, free from harsh or inhumane treatment.
- **Non-Discrimination:** Equal opportunity shall be provided irrespective of gender, caste, religion, disability, or other protected characteristics.
- **Freedom of Association:** Employees shall have the right to form or join associations without interference.
- **Harassment-Free Workplace:** Harassment in any form shall not be tolerated and will attract disciplinary action.

Health & Safety Policy

- The organization shall provide a safe and healthy workplace, comply with occupational safety standards, and maintain emergency preparedness, fire safety, and first aid facilities. Substance abuse is strictly prohibited.

Environment & Community Policy

- The organization shall minimize environmental impact by reducing waste, eliminating single-use plastics, conserving water, and adopting renewable energy. Biodiversity and community rights shall be respected.

Business Continuity & Risk Management

- Business continuity plans shall be maintained to address disruptions including fire, flood, strikes, or other emergencies. Services shall be resumed within agreed timelines.

Third Party Engagement Policy

- Vendors, subcontractors, and third parties shall comply with this Code of Conduct. Techno Sales Corporation reserves the right to monitor and enforce compliance.

Management System & Audit Compliance

- The organization shall maintain ISO-aligned management systems for quality, environment, and information security. Techno Sales Corporation shall cooperate fully with audits conducted by clients or regulators.

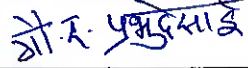
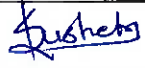
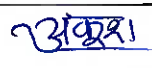
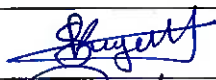
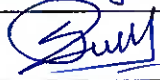
Reporting Concerns & Whistleblower Policy

- Employees, partners, and associates may report violations anonymously through designated channels. Retaliation against whistleblowers is strictly prohibited.

Compliance Declaration

By signing this declaration, the partners affirm adoption and implementation of this Code of Conduct. Non-compliance may result in termination of business engagement.

Signed on behalf of Techno Sales Corporation

Mr. Gaurav Raghunath Prabhudesai – Partner	
Mrs. Sushama Sachin Bugadikattikar – Partner	
Mr. Ankush Ramrao Pawar – Partner	
Mr. Sachin Krishna Bugadikattikar – Partner	
Mr. Prashant Dattatray Tondale – Partner	

Date: 1 December 2025

Place: Pune

