

Code of Ethics & Professional Conduct

Flamingo Projects & Consulting

Effective Date: 08 July 2025 | Version: 1.1

At **Flamingo Projects & Consulting**, we believe that **ethical conduct is not optional — it is foundational**. Rooted in our eternal values of dignity, responsibility, and trust, this Code applies to all employees, directors, clients, partners, vendors, freelancers, interns, and any third party engaged with our organization.


We are committed to operating in full compliance with all **applicable laws, government rules, and corporate governance standards**, including (but not limited to):

- ✓ The Companies Act, 2013
- ✓ Prevention of Corruption Act, 1988
- ✓ POSH Act, 2013
- ✓ SEBI (LODR) Regulations (for listed client dealings)
- ✓ Indian Contract Act
- ✓ IT Act (Data Privacy & Cyber Law)
- ✓ Prevention of Money Laundering Act
- ✓ Income Tax and GST Laws

1. Zero Tolerance Ethical Standards

- **No Bribes, Gifts or Kickbacks:**

We do not offer or accept bribes or personal benefits to influence business decisions.

 **Gift Limit:** Only non-cash items below ₹2,000 (or \$25) in value may be accepted/ given with full disclosure to reporting manager.

- **No Undisclosed Conflicts of Interest:**

Employees, vendors, and consultants must **declare all relationships**—including family, blood relatives, or personal referrals—if involved in:

- Procurement
- Hiring
- Evaluations
- Financial approvals
- Client-facing decisions

Use of **position, information, or influence for personal gain is strictly prohibited**.

- **No Fraud or Data Tampering:**

All records, reports, and communications must reflect the truth — whether for clients, government, or regulators.

Misrepresentation or falsification of data is a terminable offense.

2. Dignity, Inclusion & Workplace Culture

- **Gender Neutrality & Equal Opportunity:**
We are a gender-neutral, caste-neutral, religion-neutral, inclusive firm. Selection, promotion, and evaluation are based purely on merit and integrity.
- **POSH Compliance (Sexual Harassment Prevention):**
We strictly enforce the POSH Act. All team members must attend awareness sessions and can report misconduct confidentially.
- **Respectful Workplace:**
No verbal abuse, humiliation, discrimination, or exclusion shall be tolerated — regardless of seniority or client pressure.

3. Whistleblower Protection

- Anyone may report unethical behavior, violations, or harassment anonymously via email to: [✉ info@flamingopnc.in](mailto:info@flamingopnc.in)
- No retaliation will be tolerated. Whistleblowers are protected under Flamingo's internal policy and Indian law.
- Complaints will be reviewed by a designated **Ethics Review Committee** with independent oversight.

4. When in Doubt, Disclose

- If you're unsure whether something violates this code — disclose it.
- If you receive a gift, favour, or offer of any kind — disclose it.
- If you are related to someone in the process — disclose it.
- Transparency protects all of us.

“Integrity is what we do when no one is watching. But at Flamingo, someone always watches — your conscience.”

Founder | Flamingo Projects & Consulting