

Code of Conduct for Nukkad Tea Cafe Ventures LLP

Effective Date: March 06, 2025

Last Updated: March 06, 2025

Introduction

At Nukkad Tea Cafe Ventures LLP ("Nukkad," "we," "us," or "our"), we are dedicated to creating a welcoming, inclusive, and ethical environment where every individual—employees, customers, partners, and community members—feels valued and respected. Our mission is to serve quality tea and food while empowering marginalized communities through meaningful opportunities. This Code of Conduct outlines the principles, values, and behaviors that guide our operations, ensuring we uphold integrity, fairness, and social responsibility in all we do.

By joining or engaging with Nukkad—whether as an employee, volunteer, partner, or stakeholder—you commit to adhering to this Code. Together, we build a community rooted in trust, respect, and inclusivity.

1. Our Core Values

- **Inclusivity: We embrace diversity and provide equal opportunities for all, regardless of caste, creed, gender, disability, age, religion, socioeconomic background, or any other characteristic.**
- **Integrity: We conduct our business with honesty, transparency, and accountability.**
- **Respect: We honor the dignity, rights, and contributions of every individual.**
- **Empowerment: We prioritize creating livelihood opportunities for marginalized groups, fostering their growth and self-reliance.**
- **Excellence: We strive for quality in our products, services, and interactions.**

2. Scope and Applicability

This Code applies to all individuals associated with Nukkad, including:

- **Employees and volunteers at our cafes and offices.**
- **Business partners, suppliers, and franchisees.**
- **Contractors, consultants, and third-party service providers.**
- **Anyone representing Nukkad in any capacity.**

3. Commitment to Inclusivity and Equal Opportunity

- We provide a workplace and customer environment free from discrimination, harassment, or bias based on gender, disability, race, ethnicity, religion, sexual orientation, or any other protected status.

- We actively promote opportunities for individuals from marginalized communities, ensuring fair access to employment, training, and growth within Nukkad.

- Employees and partners are sensitized to work respectfully with diverse groups, including persons with disabilities (PwDs), to foster an inclusive culture.

4. Ethical Business Practices

- We comply with all applicable laws, regulations, and industry standards in India and any region where we operate.

- We reject bribery, corruption, or any unethical inducements. No employee or partner may offer, give, or accept gifts or payments that could be perceived as improper influence.

- Business decisions are made in Nukkad's best interest, free from personal or familial conflicts of interest. Any potential conflicts must be disclosed immediately to management.

5. Respectful and Safe Environment

- We maintain a harassment-free environment. Harassment—including verbal, physical, or sexual misconduct—is strictly prohibited and will result in disciplinary action.

- We ensure safe and healthy working conditions for all employees and volunteers, adhering to occupational health and safety standards.

- Employees are encouraged to raise concerns about misconduct without fear of retaliation, supported by transparent and confidential reporting channels.

6. Empowering Our People

- We view our employees as our greatest asset. We recruit, promote, and reward based on merit, passion, and alignment with our mission, not unrelated personal differences.

- We invest in skill development and capability enhancement for all staff, with a special focus on uplifting marginalized individuals.

- We respect employees' rights to freedom of association and collective bargaining where applicable.

7. Responsible Partnerships

- We establish mutually beneficial relationships with suppliers, franchisees, and partners who share our commitment to ethical and inclusive practices.
- We expect partners to uphold fair labor practices, respect human rights, and avoid exploitative behaviors in their operations.
- Business dealings are conducted transparently, prioritizing Nukkad's mission and the well-being of all stakeholders.

8. Confidentiality and Data Protection

- We safeguard the personal and professional information of employees, customers, and partners, disclosing it only as required by law or with explicit consent.
- All records of Nukkad's operations must be accurate, honest, and complete, reflecting our commitment to integrity.

9. Community and Social Responsibility

- We contribute to the communities we serve by creating opportunities and promoting social inclusion.
- Our cafes are spaces for dialogue, collaboration, and cultural exchange, open to all without prejudice.
- We do not use Nukkad's resources for political contributions or activities unless explicitly aligned with our mission and approved by management.

10. Compliance and Accountability

- Every individual under this Code is expected to understand and follow its principles. Violations will be addressed promptly, with consequences ranging from warnings to termination, depending on severity.
- Employees and partners must report any unethical behaviour or Code violations to **contactus@nukkadteacafe.com** or **Priyank Patel (7828581841)**.
Reports will be handled confidentially and without retaliation.
- Management will ensure regular training and sensitization to uphold this Code's standards.

11. Continuous Improvement

- We periodically review and update this Code to ensure it remains relevant and effective in supporting our mission.
- Feedback from employees, customers, and partners is welcomed to strengthen our practices.

Contact Us

For questions, concerns, or to report a violation of this Code, please reach out to:

Nukkad Tea Cafe Ventures LLP

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Email: Contactus@nukkadteacafe.com]

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