



ETHICS MANAGEMENT

Chandigarh , India

ETHICS MANAGEMENT

All personnel at SARK INDUSTRIES are obligated to uphold the ethics policy without compromise for personal gain. The ethics policy of SARK INDUSTRIES underscores the following guiding principles:

Ethics Policy

At SARK, our commitment is to maintain the utmost standards of business ethics in all engagements with customers, suppliers, employees, and stakeholders. We adhere to the principles of:

- *Business integrity: Honesty*
- *No improper advantage: Corruption*
- *Disclosure of information: Fraud*
- *Intellectual Property: Embezzlement*
- *Fair business practices and: Unlawful Payment*
- *Protection of identity*
- *Responsible Sourcing of Minerals*
- *Privacy*
- *Non-Retaliation*
- *Extortion, Kickback*
- *Business Ethics Management System*

PRINCIPLES FOR SUSTAINING ETHICAL PERFORMANCE

- ✓ We shall abstain from offering, giving, or receiving bribes or improper inducements directly or indirectly through a third party.
- ✓ We will strive to embrace best practices to uphold the provisions of the Bribery Act 2010 and will avoid engaging in business with parties that breach the Act.
- ✓ All team members are expected to act honestly and with integrity to safeguard SARK and our customers' assets, including information, goodwill, property, and equipment.
- ✓ Everyone holds a responsibility for fraud prevention, detection, and reporting, and the company's management actively encourages reporting suspicions of fraud or corruption.

PROCEDURE TO MONITOR ETHICAL PERFORMANCE

- ✓ Top management, in conjunction with the Ethics Management Representative, should routinely review the ethics policy and other guidelines.
- ✓ The company will conduct training programs to effectively communicate the ethics policy and other guidelines.
- ✓ Annual internal audits of all departments, using the Ethics Management Manual as a reference, should be conducted.
- ✓ Suppliers will be regularly informed about the ethics policy, and annual audits of their ethical performance will be conducted.
- ✓ Customers will be informed of our ethics policy, and feedback on our ethical performance will be actively sought.
- ✓ Quarterly management review meetings will be convened to monitor the state of ethics and integrity.

