



SOCIETAL IMPACT AND ETHICAL CONDUCT POLICY

Chandigarh, India

Societal Impact and Ethical Conduct Policy

Our Commitment to Societal Development:

The Company is dedicated to actively participating in the advancement of society and the well-being of the communities in proximity to its operations. Employees are expected to proactively cultivate positive relationships with the local community members surrounding their respective units or offices.

Building Strong Relations:

Employees should strive to establish and maintain harmonious connections with representatives of villages, as well as other socio-cultural entities they engage with as part of their job responsibilities. It is incumbent upon employees to make constructive contributions to the communities where they fulfill their duties.

Gifts and Payments Protocol:

No employee is permitted to seek or accept, either for personal gain or on behalf of any individual or group, any form of benefit, bribe, or advantage—whether monetary or otherwise—from customers, suppliers, contractors, or any parties engaged in business dealings with the Company.

Understanding "Benefit":

The term "benefit" encompasses a wide range, including but not limited to expensive gifts, loans, fees, rewards, contracts, service favors, and entertainment. Employees are expected to actively discourage customers and suppliers from presenting such inducements. Likewise, employees should refrain from offering any benefit, bribe, or advantage to external agencies, businesses, groups, or individuals with the intention of advancing the Company's business interests.

Seeking Guidance:

In instances where there is uncertainty regarding the acceptance or offer of a benefit, employees are encouraged to consult with their supervisor. Supervisors will assess the situation and determine the appropriate course of action.

Consequences of Violations:

Any breach of this policy (SARK) will be treated with utmost seriousness and may result in the termination of services with the Company. We are committed to upholding the highest ethical standards, and adherence to this policy is fundamental to our values and principles.