



BUSINESS ETHICS



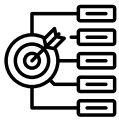
Business Ethics

Vikas Group



Preface

We are committed to conducting business with integrity, transparency, and accountability, in line with the National Guidelines on Responsible Business Conduct (NGRBC) and all applicable laws.



Objectives

- Zero tolerance towards unfair competition & deceptive practices.
- Prevent abuse of dominant position & cartelization.
- Promote fair governance & stakeholder trust.
- Ensure compliance with national & international laws.
- Encourage ethical leadership, decision-making & consumer protection.



Scope

This policy applies to:

- All Vikas Group units, subsidiaries, and holding companies.
- All employees (permanent, fixed-term, temporary, contractual, trainees, interns, consultants, contractors, home-workers, casual workers, and agency staff).
- Relevant third parties, including suppliers, distributors, contractors, agents, government officials, and any external partners.



Key Principles

- Integrity & Honesty – Fair, consistent, and transparent business conduct.
- Compliance – Adherence to laws, rules, and industry standards.
- Human Rights – Respect for human rights in all operations.
- Environment – Minimize impact, focus on sustainability & renewable energy.
- Confidentiality – Protect company & stakeholder data.
- Fair Competition – No price-fixing, bid-rigging, or cartelization.
- Anti-Fraud & AML – Zero tolerance for fraud or money laundering.
- Accurate Financial Reporting – No false or misleading records.
- Anti-Bribery – Strict compliance with Anti-Bribery & Corruption Policy.
- Responsible Sourcing – Work only with ethical suppliers.
- Counterfeit Protection – Zero tolerance for fake/substandard products.
- Export Controls – Follow international trade & sanction laws.
- Community Engagement – Support local development initiatives.



Workplace Ethics

- Treat all colleagues, customers, and stakeholders with respect and courtesy.
- Disclose and avoid personal conflicts of interest.
- Zero tolerance for bullying & intimidation.
- Maintain safe & healthy working conditions.



Intellectual Property

- All intellectual property created by employees or other representatives in the course of their work for Vikas Group will be the sole property of the company unless otherwise agreed in writing.
- The employees of Vikas group shall be properly recognized and rewarded for their contribution as per management discretion



Compliance Framework

- Indian Laws: Companies Act, SEBI, Competition Act, Prevention of Corruption Act, Environment Protection Act.
- International Laws: Antitrust & competition laws (Japan, US, EU, China, etc.).



Reporting & Accountability

- Whistle-Blowing: Report violations without fear of retaliation.
- Disciplinary Action: Non-compliance may lead to termination of employment or contracts.



Monitoring & Review

- Regular training for awareness & compliance.
- Continuous review for improvement.
- Policy updates shared with all stakeholders.

At Vikas Group, ethical business conduct is not just compliance—it is our culture and foundation for sustainable growth.