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Code of Conduct

Trust is built by our actions.

GNG SALES PVT LTD

Manufacturing Relationships! Distributing Quality!
An ISO 9005: 2015 Company

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Principle 1: Honesty, Integrity, and Fair Play

The Company and its staff are fully committed to the principle of honesty, integrity, and fair play in the delivery of services and goods to the public. All staff should ensure that the business operations, applications for services procurement or staff recruitment, are dealt with in an open, fair, and impartial manner.

Principle 2: Prevention of Child and Forced Labour

The Company is committed to upholding the fundamental rights of all workers and ensuring compliance with Indian labour laws. The Company strictly prohibits the use of child labour and any form of forced or bonded labour in accordance with applicable legal provisions.

1. Prohibition of Child Labour:
   - In compliance with the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, no person below the age of 14 years shall be employed in any capacity.
   - Adolescents (aged 14 to 18 years) will not be employed in hazardous occupations or processes as defined by law.
   - Age verification is mandatory during recruitment to ensure legal compliance.
2. Prohibition of Forced Labour:
   - In accordance with the Bonded Labour System (Abolition) Act, 1976, the Company prohibits all forms of bonded, involuntary, or coerced labour.
   - Employment is offered on a voluntary basis and workers are free to leave their jobs with reasonable notice as per company policy and the Industrial Relations Code, 2020.
3. Freedom and Dignity:
   - Employees shall not be required to deposit identity documents, security, or any form of collateral as a condition of employment.
   - All wages, benefits, and working conditions shall comply with the provisions of the Code on Wages, 2019 and related labour laws.
4. Vendor and Contractor Compliance:
   - All contractors, suppliers, and service providers associated with the Company must comply with this policy. Any involvement in child or forced labour will result in immediate termination of the business relationship and legal action as necessary.
5. Legal Reference:
   - Child and Adolescent Labour (Prohibition and Regulation) Act, 1986
   - Bonded Labour System (Abolition) Act, 1976
   - Code on Wages, 2019
   - Occupational Safety, Health and Working Conditions Code, 2020
   - Industrial Relations Code, 2020
   - Code on Social Security, 2020
   - Applicable Central and Maharashtra State Labour Rules, Regulations and Government Notifications

Principle 3: Equal Opportunity for All Employees

The company is an equal employment opportunity employer. Employment opportunities are available regardless of race, color, sex, religion, national origin, age, disability, or other legally protected status. This Principle applies to all aspects of the employment relationship, including recruiting, hiring, training, work assignment, promotion, transfer, termination, and wage and salary administration.

Principle 4: Safety, and Health Practices

The company is committed to an injury-free and illness-free workplace that is operated in an environmentally sound manner in compliance with all relevant laws and regulations that protect worker safety and the environment. Employees should perform work in a safe manner.

Principle 5: Governance and anti-corruption

The Company has zero tolerance for corruption. All employees must never offer to provide anything of value directly or indirectly to government officials and business partners to secure an undue advantage. The company prohibits payment, offers of payment as well as anything of value directly or indirectly with the purpose of influencing or obtaining undue business or personal advantage.

Third parties will only be contracted to perform tasks which aid business interests provided, fees to be paid are reasonable, all arrangements are clearly documented, and in compliance with the company's policies.

Principle 6: Financial Reporting

All transactions of the Company must be duly recorded to permit the preparation of clear financial statements in conformity with generally accepted accounting principles. No false or misleading entries may be made in the books and records of the Company for any reason, and no employee may engage in any arrangement that results in such a prohibited act.

Principle 7: Government Contracts and Services

The Company is committed to complying with all applicable laws and regulations relating to government (public procurement) contracts and services and to ensuring that its reports, certifications and declarations to government officials are accurate and complete and that any deviations from contract requirements are properly approved.

Principle 8: Misuse of Official Position

Staff who misuse their official position for personal gains or to favor their relatives or friends are liable to disciplinary action or even prosecution. Examples of misuse include a staff member responsible for the selection of suppliers giving undue favor or leaking information to his/her relative's company with a view to giving away an undue advantage.

Principle 9: Handling of Classified or Proprietary Information

Staff are not allowed to disclose any classified or exclusive information to anybody without authorization. Staff who have access to or are in control of such information should always provide adequate safeguards and should be stopped its abuse or misuse. Examples of misuse include disclosure of information in return for monetary rewards, or use of information for personal interest. It should also be noted that unauthorized disclosure of any personal data may result in a breach of the applicable legislation on privacy.

Principle 10: Property of the Company

Staff given access to any property of the Company should ensure that it is properly used for the purpose of conducting the Company's business. Misappropriation of property for personal use or resale is strictly prohibited.

Principle 11: Compliance with the Code

It is the personal responsibility of every staff member to understand and comply with the Code of Conduct. Every member of the staff shall sign a declaration of Principle for this purpose. The ethics officer or other mandated employee will keep declarations of Principle.

Higher ranked employees should ensure that their subordinates understand and comply with the standards and requirements stated in the Code. Any doubts of interpretation or problems encountered, as well as any suggestions for improvement, should be addressed to the ethics officer for consideration and advice.

Any staff member who violates any provision of the Code will be subject to disciplinary action. In cases of suspected corruption or other criminal offences, port will be made to the appropriate authorities.