

SPARKON TEXTILE VENTURES PRIVATE LIMITED	BUSINESS ETHICS POLICY	Formats
Docc.:- STVPL/2025-26/HR/14	Rev. No.:- 05	Rev. Date:- 03/01/2025
Approved By :- Manager	Issued By :- MR	Eff. Date :- 03/01/2024

This policy establishes the organization’s commitment to maintaining high ethical standards in all business operations. It ensures that employees, stakeholders, and partners act with integrity, accountability, and transparency while adhering to legal and regulatory requirements.

2. Objectives

- To promote ethical behavior and decision-making across all levels of the organization.
- To ensure compliance with laws, regulations, and industry best practices.
- To foster a culture of honesty, integrity, and fairness in business dealings.
- To protect against conflicts of interest, corruption, and unethical conduct.
- To encourage employees to report unethical behavior without fear of retaliation.

3. Ethical Standards and Conduct The organization expects all employees, partners, and stakeholders to uphold the following ethical principles:

Ethical Principle	Expected Conduct
Integrity	Act with honesty and uphold moral values.
Transparency	Communicate openly and honestly in all business dealings.
Accountability	Take responsibility for actions and decisions.
Fairness	Treat all individuals with respect and equality.
Confidentiality	Protect sensitive information and respect privacy.
Compliance	Adhere to all applicable laws, regulations, and policies.
Avoiding Conflicts of Interest	Disclose and manage personal or financial interests that may interfere with business decisions.
Anti-Corruption and Bribery	Prohibit offering or accepting bribes, gifts, or favors in exchange for business advantages.

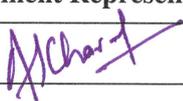
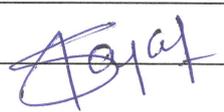
4. Implementation and Responsibilities

- **Management:** Promote and enforce ethical policies, provide training, and ensure compliance.
- **Employees:** Conduct business with integrity, report violations, and uphold ethical standards.
- **Stakeholders and Partners:** Adhere to ethical guidelines when engaging with the organization.

5. Reporting and Whistleblowing

- Employees and stakeholders are encouraged to report ethical violations confidentially.
- Reports will be investigated promptly and fairly, with appropriate corrective actions taken.
- Whistleblowers will be protected from retaliation under this policy.

6. Monitoring and Compliance

PREPARED BY		APPROVED BY
Management Representative		Factory Manager
		

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- **Ethics Audits:** Regular assessments to evaluate compliance with ethical standards.
- **Training Programs:** Mandatory ethics training for employees and management.
- **Performance Metrics:** Tracking adherence to ethical principles and identifying areas for improvement.

7. Policy Review and Updates

- This policy will be reviewed periodically to align with evolving ethical and legal standards.
- Any updates will be communicated to employees and stakeholders to ensure continuous compliance.

8. Conclusion Business ethics are fundamental to the organization's reputation and long-term success. By fostering an ethical work culture, the organization ensures trust, fairness, and integrity in all its business operations.



PREPARED BY	APPROVED BY
Management Representative	Factory Manager
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