

Purpose	To conduct company's business with honesty and integrity and in compliance with the laws
Scope	All Plants
Responsibility	All Employees

Procedure

The Company is committed to conducting its business with honesty and integrity and in compliance with the laws of all the countries in which the Company is active.

The highest standards of integrity are to be upheld in all business interactions.

For the purpose of this Policy, corruption is defined as any act intended to result in the misuse of entrusted responsibility and/or authority for personal or corporate gain. Corruption encompasses a variety of situations including bribery, conflicts of interest and misuse of company assets.

Bribery is defined as promising, offering or giving, receiving or soliciting an undue advantage to a person or entity, either directly or through an intermediary, in order that the person or entity should perform, or refrain from performing, an act in breach of their business or public duties. This is regardless of whether the activity is linked to past, present or future business transactions.

This includes compliance with all laws, domestic and foreign, prohibiting improper payments or inducements to any person, including public officials.

The Company Personnel shall not permit any use of the funds or other assets of the Company for any unlawful or improper purpose.

The Company Personnel shall not make, or authorize anyone to make on behalf of the Company, any payments or gifts or offers or promises to pay money or give anything of value to or for the benefit of any person, including any "Public Official" that is or may appear to be related to obtaining or retaining business with any person, directing business to any person, obtaining any other advantage in the conduct of business, or inducing or rewarding the "improper" performance by any person of any function or activity or consent to, or connive in, any of the above.

Prepared By	Approved By
Kiran Pradhan	Jayesh Shah
Date: 17-10-2022	Date: 17-10-2022

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The Company Personnel shall not make, or authorize any and all forms of bribery, corruption, extortion and embezzlement.

The values of trust, integrity and honesty are at the foundation and are keys to its sustainable implementation. It is on this basis that Shaily Engineering Plastics Ltd. begins the relationships and through continued respect of these values that it will grow. Responsible Business Alliance (RBA)/IWAY(IKEA)/Social Accountability(SA8000)/URSA and Other applicable Standards/Social Compliance Commitments, relevant documents, records, reports etc. should be transparent, correct and reliable.

Responsibility

All Company Personnel are responsible for complying with this Policy and all applicable Integrity and Business Ethics laws in the performance of their duties as an employee or agent of the Company. Employees shall be given a safe environment to provide feedback without fear of reprisal or retaliation.

Integrity and Business Ethics are essential factors to prevent and prohibits any and all forms of bribery, corruption, extortion and embezzlement. The employee who reports such violation shall be encouraged and rewarded.

Trust and transparency related to the business should be ensured at all times. Employee not adhering the norms of Integrity and Business Ethics shall be dealt with strictly.

Shaily Engineering Plastics Ltd. is committed to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Shaily complies with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

Shaily Engineering Plastics Ltd. prohibits disclosing to any person trade information with regard to the working or process in the establishment. It also prohibits sharing/circulation of misleading information to public.

Shaily Engineering Plastics Ltd. undertakes to safeguard and respect its Intellectual Property and related rights. It also ensures to protect confidential information & data which stakeholders entrust in the course of routine business for providing products or services.

Integrity and Business Ethics Policy shall be reviewed every two years.

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Revision History

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1	R3	17-10-2022	Internal Review and Revision.

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