

AJM GROUP

Report – Fair Dealing with Vendors & Suppliers

What are Fair Business Practices?

Engaging in fair business practices means observing all formal written agreements with other individuals or business entities, and being respectful and transparent during any business transactions.

The AJM Group believes in maintaining the highest professional and ethical standards in order to continue its growth and ensure adherence to best practices in all spheres of its business transactions.

The AJM Group pledges to respect our suppliers and vendors. We place a high value on open communication with them, and resolve to maintain fair business relationships in accordance with relevant laws and regulations. We are also committed to building collaborative relationships with our vendors and suppliers to ensure mutual business growth.

We will strive to maintain regular contact with all our stakeholders, understand their concerns and aim to respond to their needs effectively. The AJM Group endeavors to maintain healthy relationships with all our stakeholders, including suppliers, contractors and vendors and will encourage collective decision-making where this is practically possible.

Principles of Fair Business Practices Adopted by the AJM Group:

In order to ensure fair business dealings with all AJM Group vendors, suppliers, contractors and any other stakeholders involved directly or



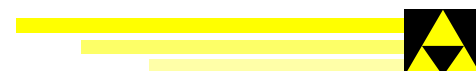
indirectly in our business, we have developed certain principles to follow during all business transactions or dealings:

- We shall conduct business fairly and sincerely, adhering to ethical principles, refraining from unfair trade practices and contributing to social and economic development through fair market competition.
- We shall refuse to work with any group, organization or individual engaged in unlawful activities.
- All business agreements, arrangements and transactions will be conducted with transparency and with respect to the roles and responsibilities of all parties.
- We will conduct business relationships with suppliers and customers in a fair and reasonable manner, compliant with the letter and spirit of applicable laws and regulations.
- The AJM Group shall strive to provide goods and services to its customers and clients in a manner that creates value for both. We will ensure that our products are competitively priced, safe to dispose of and beneficial to our clients.
- We believe that it is incumbent upon Management of the AJM Group to promote education and awareness of these Principles.

The AJM Group aims to ensure that its business goals are pursued without compromising any of these elements.

Apart from the principles outlined above, we also follow separate policies that are an integral part of our principles of fair business dealings and include ethical and anti-discrimination principles, regulatory and legal compliance, employee protections, environmental and waste policies.

For more information on these aspects, please consult the relevant reports and policies published on our website.



Corporate Pledge

We shall engage in fair business practices with vendors and suppliers.

Employee Adherence

The AJM Group considers every business partner, a partner who will create new value and we believe it important for all employees to develop and maintain good business relationships with vendors and partners, and share information with them in a timely and accurate manner.

Management is required to set examples of utmost ethical behavior in order to inculcate such behavior at all levels across the AJM Group. We aim to make such work culture an essential part of our business dealings in order that every employee feels compelled to conduct themselves with professionalism, honesty and integrity.

Legal Compliance

The AJM Group is compliant with all regulations and directives stipulated in the **General Financial Rules (2017)**, the **Competition Commission of India (CCI)** and the **Prevention of Corruption Act**. Any violators will be prosecuted accordingly to the legal frameworks set within these Acts. The AJM Group is fully compliant with relevant laws pertaining to the same.

Reporting Violations

Any employee participating in or being a witness to dealings with business partners, vendors and suppliers that do not conform to this code may face strict disciplinary action.

You are required to report any such violations or misconduct to the Ethics Committee or your direct reporting manager.



AJM Group Procurement Policy

AJM Group is committed to ethical business practices, which we monitor through a comprehensive system of internal controls. Our Procurement Policy states that the AJM Group and all affiliated individuals involved in purchasing or supply chain management must conduct procurement activities in a manner that is:

- 1. Compliant with applicable laws and regulations*
- 2. Aligned with the AJM Group's policies and procedures*
- 3. Accountable and auditable*
- 4. Ethical*
- 5. Environmentally and socially responsible*
- 6. Cost effective*

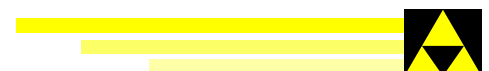
We shall achieve this policy by adopting:

- 1. Fair and transparent business practices with vendors and suppliers*
- 2. Fair evaluation of vendors and suppliers*
- 3. Reasonable selection and equal opportunities to vendors and suppliers*
- 4. Fair and free competition for all*

Additionally, we shall not:

- 1. Deal with vendors or suppliers with close kin involved in the procurement process*
- 2. Deal with vendors or suppliers who have a history of corruption or bribery*
- 3. Deal with vendors or suppliers who share confidential, sensitive, or proprietary information*

Deal with vendors or suppliers who are not compliant with all applicable laws and regulations



Key Takeaways

The AJM Group companies are committed to ensuring that all business dealings with partners, vendors, suppliers and other stakeholders are conducted fairly and with integrity.

We place a high value on open communication and resolve to maintain fair business relationships in accordance with relevant laws and regulations.

Employees that do not conform to these standards or operate with these principles in mind may face strict disciplinary action.

