



AJM GROUP

Business Ethics Policy

At the AJM Group we strive to uphold the highest degree of business ethics by adhering to the following commitments:

1. We will not accept or offer bribes, gifts, donations, or other improper advantages in exchange for business favors. Accordingly, we will deny all requests from vendors or buyers for personal favors and will immediately report any concerns to management.
2. We will not participate in any actual, potential, or perceived conflicts of interest with our buyers or vendors. As such, we will not engage in business with individuals or companies who may derive personal benefit from actions or decisions made in their official capacity, including but not limited to financial interest, ownership interest, economic interest, or business interest. If a conflict of interest incident occurs, we will escalate it immediately.
3. We will not disclose any confidential information shared with us by vendors or buyers for business purposes, including intellectual property, trade secrets, and other confidential, proprietary, and sensitive information. We will strive to safeguard all confidential information with utmost care.

4. We will comply with all applicable laws and regulations promoting free and fair competition in the markets in which we operate. We will not participate in cartelization or engage with our competitors or other business partners in ways that restrict competition or influence the market. Further, we will maintain financial records that are honest and fair as per national standards.
5. We regard our employees as assets to our company, and will therefore ensure their health, safety, and welfare as stipulated by labor laws. We will maintain records of our compliance with labor laws. To foster a safe working environment we will comply with all facility regulations as prescribed by law and will take reasonable actions to prevent accident or injury in the workplace. Additionally, we will not engage in child labor or forced labor of any kind, including allowing child laborers on company grounds. To enforce this promise, we will require employees to provide formal identification and age documentation.
6. We believe in fair employment practices and will therefore not discriminate against our employees based on factors including but not limited to caste, creed, race, gender, marital status, or socio-economic status.
7. We strive to adopt sustainable, environmentally-conscious processes and procedures in our operations wherever possible. We aim to reduce our carbon emissions, water usage, and waste through enhancing the efficiency and performance of our equipment and processes.