



AJM GROUP

Corporate Pledge

1. We shall escalate and resolve any incidents involving a conflict of interest.
2. We shall not accept bribes, gifts, or donations in exchange for favors or business.
3. We shall not disclose confidential, proprietary, or sensitive information.
4. We shall promote free and fair competition, and shall not engage in anti-competitive or restrictive trade practices.
5. We shall not engage in child labor or forced labor of any kind.
6. We shall abide by all regulations on compensation and working hours.
7. We shall not discriminate against employees based on caste, creed, religion, or gender.
8. We shall maintain accurate financial records that are in compliance with accounting and financial standards.
9. We shall comply with all legal and regulatory requirements.
10. We shall engage in fair business practices with vendors and suppliers.
11. We shall promote and support diversity in the workplace.

12. We shall engage and involve the local community whenever possible.
13. We shall work toward creating a healthy and safe working environment for all employees.
14. We shall support the development of the local community through our business.
15. We shall reduce our carbon emission and water usage wherever possible.
16. We shall use systems and processes that are environmentally friendly and efficient.
17. We shall decrease our usage of toxic and hazardous materials and substances.
18. We shall dispose of toxic and hazardous materials in ways that are safe for the environment.
19. We shall strive to use renewable energy wherever possible.
20. We shall attempt to reduce the amount of waste we generate.
21. We shall consume resources responsibly.
22. We shall use use eco-friendly packaging material wherever possible.
23. We shall implement green initiatives and practices.