

Company Code of Conduct & Ethics for Saral

Introduction:

The purpose of this Code of Conduct & Ethics is to provide guidelines for ethical behavior and to promote transparency, integrity, and accountability in all of our business dealings. The Code applies to all employees, officers, and directors of the company.

Values and Principles:

1. Our company is committed to the following values and principles:
2. Honesty and integrity in all our dealings
3. Respect for all individuals and upholding the law
4. Confidentiality of sensitive information
5. Fair treatment of employees, customers, and suppliers
6. Responsibility for the impact of our actions on stakeholders, including the environment

Prohibited Conduct:

1. Engaging in any illegal or unethical conduct, including bribery, corruption, or fraud
2. Conflicts of interest or using company resources for personal gain
3. Discrimination, harassment, or any form of inappropriate behavior
4. Insider trading or unauthorized use or dissemination of confidential information
5. Violation of the company's policies and procedures

Compliance with Laws and Regulations:

All employees must comply with all applicable laws and regulations, including but not limited to anti-corruption laws, data protection laws, and environmental regulations.

Reporting Concerns:

If an employee becomes aware of any suspected violation of this Code of Conduct & Ethics, they are encouraged to report their concerns to the appropriate supervisor or the company's ethics hotline. Reports will be handled confidentially and investigated appropriately.

Enforcement:

The company will enforce this Code of Conduct & Ethics through appropriate disciplinary action, which may include termination of employment in the case of serious violations. The company may also report any illegal conduct to the appropriate authorities.

Values, Ethics and responsibility:

Many codes of conduct include information about company values, ethical behavior and responsibilities for employees. This might include details about employee rights, the ethical practices expected for business interactions, honesty about work commitments, equity and inclusion or other value-based expectations. These sections typically reflect the values of the company by showing how the organization puts these values into practice each day.

Conclusion:

By adhering to this Code of Conduct & Ethics, we aim to maintain the highest standards of ethical behavior and to foster a culture of transparency, accountability, and trust. The Code will be reviewed and updated regularly to ensure it remains relevant and effective.