

TRISTAR INTERMEDIATES PVT. LTD.

Department	Top Management	Page No.	1 of 4
Documents No.	TIPL/CQA/P/027	Supersede	Nil
Master Copy	Business ethics Policy	Revision No.	NA
		Issue Date	01.04.2025
		Review Period	1 Year
		Review Date	01.04.2026

1.Purpose :

The purpose of this policy is to define the ethical principles and standards that guide the conduct of all employees, management, and business partners of Tristar Intermediates Private Limited. Our aim is to promote integrity, accountability, and transparency in all aspects of our business.

2.Scope :

This policy applies to:

- All employees of Tristar Intermediates Private Limited, including permanent, temporary, contract, and apprentice staff.
- All suppliers, contractors, vendors, service providers, and business partners.
- All business operations, transactions, and relationships globally.

3.Policy Commitment :

Tristar Intermediates Private Limited is committed to:

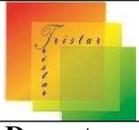
- Conducting business with **honesty, fairness, and integrity**.
- Complying with all applicable **laws, regulations, and industry standards**.
- Maintaining the **highest standards of professionalism** in interactions with stakeholders.

4.Guiding Principles :

Integrity and Transparency

All business dealings must be honest, fair, and conducted with transparency.

False records, misrepresentation, and fraud are strictly prohibited.



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- **Compliance with Laws :**

Employees and business partners must comply with all applicable local, national, and international laws.

- **Anti-Bribery and Corruption :**

Bribery, corruption, and facilitation payments are strictly prohibited (as per our Anti-Bribery Policy).

- **Fair Competition :**

We support open and fair competition and avoid practices that could be considered anti-competitive.

- **Confidentiality & Data Protection :**

Confidential information of the company, customers, and suppliers must be protected and used only for legitimate business purposes.

- **Conflict of Interest :**

Employees must avoid situations where personal interests conflict with company interests and must disclose any potential conflicts.

- **Respect for Human Rights :**

We uphold international human rights and labour standards (see Human Rights and Wage Policies).

- **Environment and Sustainability :**

Business decisions must consider environmental responsibility and sustainability in line with our Environmental Policy.



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5.Responsibilities :

- **Management:** Promote and enforce business ethics standards across the organization.
- **Employees:** Uphold this policy in all daily activities, decisions, and stakeholder interactions.
- **Suppliers/Contractors:** Expected to align with company's ethical standards as a condition of doing business.

6.Reporting & Grievance Mechanism :

- Employees and stakeholders may report ethical concerns through HR or the whistleblowing channel.
- Reports will be investigated fairly and confidentially, with **zero tolerance for retaliation.**

7.Training & Awareness :

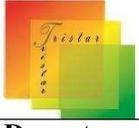
- Regular training will be provided on ethical conduct, compliance, and reporting mechanisms.
- This policy will be shared with all employees, suppliers, and partners.

8.Monitoring & Compliance :

- Regular internal audits will be conducted to monitor compliance.
- Breaches of this policy may result in disciplinary action, termination of contracts, or legal consequences.

9.Continuous Improvement :

- This policy will be reviewed annually or as required by regulatory updates and requirements to ensure ongoing effectiveness.



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10. Conclusion :

- Tristar Intermediates Private Limited is committed to conducting business responsibly, ethically, and sustainably. By adhering to this Business Ethics Policy, we build trust with employees, customers, suppliers, regulators, and society at large.

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