

TRISTAR INTERMEDIATES PVT. LTD.

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Documents No.	TIPL/CQA/P/030	Supersede	Nil
Master Copy	Fair Trade 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 demonstrate our commitment to conducting business fairly, ethically, and responsibly. Tristar Intermediates Private Limited ensures that trade practices across our operations and supply chains respect human rights, promote sustainability, and comply with international fair trade principles.

2. Scope :

This policy applies to:

- All employees of Tristar Intermediates Private Limited.
- All suppliers, contractors, vendors, and business partners associated with our operations.
- All stakeholders engaged in the trading, sourcing, and distribution of our products.

3. Policy Commitment :

Tristar Intermediates Private Limited is committed to:

- Conducting trade fairly and transparently, without exploitation or unethical practices.
- Ensuring that suppliers and partners uphold fair labour, human rights, and environmental standards.
- Supporting local communities and contributing to sustainable development.

4. Guiding Principles :

a) **No Exploitation :**

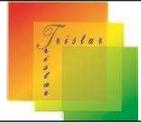
We strictly prohibit forced labour, bonded labour, child labour, and any form of exploitation in trade relationships.

b) **Fair Compensation :**

We ensure suppliers and workers are paid fair wages in line with applicable laws and industry standards.

c) **Ethical Sourcing :**

Materials and products will be sourced responsibly, avoiding conflict zones, illegal trade, and environmental harm.



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d) **Transparency & Accountability :**

Business dealings must be transparent, with accurate records, fair pricing, and no corruption, bribery, or fraudulent practices.

e) **Sustainability & Environment :**

Trade practices shall minimize environmental impacts by promoting recycling, responsible resource use, and sustainable production methods.

f) **Equal Opportunity & Inclusion :**

We provide equal opportunities in trade partnerships regardless of gender, race, ethnicity, religion, or social background.

g) **Community Support :**

We promote fair trade by engaging in practices that benefit local communities, such as skill development, fair pricing, and long-term partnerships.

5. Responsibilities :

Management: Ensure fair trade practices are embedded in business strategy and supplier engagement.

Employees: Conduct trade with integrity, transparency, and respect for this policy.

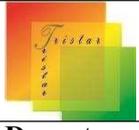
Suppliers & Contractors: Must sign and comply with Tristar's Fair Trade Policy and demonstrate alignment in their operations.

6. Grievance Mechanism :

We provide a confidential channel for employees, suppliers, and stakeholders to report unethical trade practices. Complaints will be investigated promptly and without retaliation.

7. Training & Awareness :

Regular training will be provided to employees and suppliers on fair trade principles, compliance requirements, and ethical sourcing practices.



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8. Monitoring & Compliance :

- Regular audits and supplier assessments will be conducted to verify compliance.
- Non-compliance may result in corrective actions or termination of business relationships.

9. Continuous Improvement :

This policy will be reviewed annually, or as required to ensure relevance and effectiveness in promoting ethical trade practices.

10. Conclusion :

Tristar Intermediates Private Limited reaffirms its commitment to fair, transparent, and ethical trade. By adhering to this policy, we strengthen trust with employees, suppliers, customers, and communities, while contributing to sustainable and responsible business practices.

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