



Business ethics policy

We are committed to conducting our business with the highest standards of integrity, transparency and accountability. Our business ethics policy ensures fair and honest dealings with customers, suppliers, employees and all stakeholders. We strictly adhere to legal and regulatory requirements, promoting a culture of compliance and responsibility.

Business Ethics Policy

Agrocrops believe in upholding the highest ethical standards, we not only ensure the success of our business but also contribute positively to the well-being of our stakeholders and the sustainability of the industry in which we operate. Together, we sow seeds of ethical excellence, nurturing a harvest that sustains communities and the planet. This policy has been designed to deter wrongdoing and to promote the values and principles as outlined. Adherence to the same is expected from all of our employees.

I. General Principles

a) Integrity

Management of Agrocrops is committed, that all employees work with full integrity, trust, fairness and professionalism. We respect the interests of our stakeholders (clients, employees, shareholders, community, suppliers and government authorities) and society as a whole.

b) Fairness

We believe in the courteous and respectful treatment of our stakeholders. We support equal opportunities and a work environment free from discrimination and harassment.

c) Compliance

We acknowledge the importance of all relevant laws, regulations, policies and standards, both internal and external, and comply with them.

II. Responsibility

We recognize the following areas of responsibility and set forth the following goals

a) To customers: to provide products, services and innovative solutions which meet the dynamic needs of our customers. We offer appropriate convenience and value in terms of price and quality. We deliver what we promise.

b) To employees: to offer interesting and challenging positions and competitive remuneration, provide equal opportunities and promote personal and professional development. We're committed to fair labor practices, ensuring that all workers and employees across our supply chain receive fair wages, work in safe conditions and treated with dignity and respect. Regular audits and assessments help us uphold these standards.

- c) **To shareholders:** to protect shareholders investments and provide a sustainable return.
- d) **To suppliers:** Our relationships with suppliers are based on mutual trust and ethical principles. Our supplier code of conduct outlines the expectations we have for our suppliers including ethical sourcing, environment responsibility and compliance with labor standards.
- e) **To government authorities:** to strictly observe and comply with the relevant laws, rules, regulations, codes and standards of good practice of the countries in which we operate.
- f) **To society:** to conduct business as a responsible corporate member of society at large and in the communities in which we operate, and carry out the commitments we make to adhere to international conventions or codes.

III. **Each employee is responsible for**

- Abiding by all laws, rules and regulations as well as the internal policies of the Agrocrops, including the values and principles set forth in the Code of Conduct.
- Being familiar with guidelines, manuals and emerging best business practices relevant to their duties and implementing them conscientiously to the best of their abilities.
- Raising questions and, ultimately, objecting if concerned that a standard of conduct is not met.
- Committing to teamwork and contributing his or her best to reaching common goals.
- Contributing to an atmosphere of trust, professionalism, performance, pride and self-esteem.
- Acting at all times in good faith, responsibly, with due care, competence and diligence, and without any misrepresentation of material facts.
- Protecting all assets and resources of the Agrocrops and promoting their efficient use.
- Ethically acting at all times, including the ethical handling of actual or apparent conflicts of interest.
- Dealing fairly with our customers, suppliers, competitors and other employees and never taking unfair advantage of anyone through unethical behavior.
- Reporting violations of law or other misconduct by the Agrocrops policies and procedures so that such issues can be properly addressed.
- As managers, striving to achieve leadership competencies in setting a clear, customer-focused direction, setting an example in personal commitment, being credible and

keeping promises, properly supervising reporting employees, monitoring compliance and creating an organizational environment in which employees can excel.

- Committed to capture record and compile the truthful and factual data being generated at various business processes, activities and transactions.
- Never get involved in any fraudulent practices involving any data compilation and reporting. Appropriate confidentiality also will be maintained throughout the dealing with the data.

IV. Business Integrity

We honor our commitments and promise only what we can deliver.

V. Business Principles

We are committed to maintain profitability, a strong financial foundation and appropriate risk levels to meet our responsibilities. We do not sacrifice compliance with laws and commitment to our responsibilities or take undue risk for the sake of profits.

VI. Community engagement

We actively engage with local communities where we operate. We believe in being a responsible corporate citizen by contributing to community development, supporting education and participating in local initiatives. Community feedback is sought and considered in our decision-making process.

VII. Transparency and communication

Transparency is the bedrock of our ethical communication. We strive to provide clear and honest information to all stakeholders. Our communications whether internal or external, are designed to foster trust and understanding. We regularly update stakeholders through reports, newsletters, emails, website and other communication channels.

Our ethical framework includes a comprehensive code of conduct, zero tolerance to corruption in any form, conducting regular training programs and vigilant monitoring through signing the policy document for acceptance and understanding the compliance of ethical policy.

Violation of policy leads to issuing show cause notice, legal action or termination from the job.

Review of policy

The management may review the policy from time to time as may be required. Changes, if any, shall be effective only upon approval by the board

Version No.	Approval Date	Effective Date	Version Change	Version owner	Approved by
1	20-06-2018	01-07-2018	First version	Dilip Kumar Senior Manager HR	Bhavani Saravanan CMD
2	20-06-2023	01-07-2023	Second version	Dilip Kumar Senior Manager HR	Bhavani Saravanan CMD