

## **BUSINESS POLICY.**

### **Commitment to Ethical Conduct:**

At Emmbi Industries Limited, we are committed to conducting all aspects of our business with integrity, transparency, and accountability. We strictly adhere to the principles outlined in the **Emmbi Code of Conduct**, which serves as a guiding framework for ethical behavior across all stakeholder interactions—including employees, suppliers, customers, and partners. This commitment ensures that our operations reflect respect for human rights, fair labor practices, and responsible governance.

### **Compliance with Safety and Production Standards:**

We ensure that all activities related to **employment, procurement, product development, manufacturing, and sales** are carried out in full compliance with applicable **national and internal safety and production standards**. Our processes are designed to uphold product quality, worker safety, and environmental responsibility, thereby aligning with the expectations of SEDEX and other global compliance frameworks.

### **Fairness and Non-Discrimination:**

In our day-to-day operations, Emmbi Industries Limited maintains a strict policy of **fairness, impartiality, and non-discrimination**. We treat all stakeholders—regardless of gender, caste, religion, ethnicity, or social background—with equal respect and dignity. Decisions related to hiring, promotion, procurement, and partnerships are made solely on merit and business relevance, in line with our commitment to ethical and inclusive practices.

**Managing Director**  
**EMMBI INDUSTRIES LTD.**