



# ETHICS POLICY

For: GRG Polydynamics Private Limited

Address: No. 2/2A, Vallam A Village, Palnallur Village, Vallakottai, Sriperumbudur, Tamil Nadu – 631604

## 1. Purpose

The purpose of this Ethics Policy is to define the ethical standards and behaviors expected from all individuals associated with GRG Polydynamics Pvt. Ltd. The Company believes that integrity, honesty, fairness, and respect are the foundation of sustainable business success. This policy ensures that every action and decision reflects the highest ethical and moral standards.

## 2. Scope

This policy applies to all employees, officers, directors, contractors, vendors, suppliers, and consultants of GRG Polydynamics Pvt. Ltd.

## 3. Core Ethical Values

At GRG Polydynamics, ethical behavior is built around the following principles:

- Integrity
- Transparency
- Accountability
- Fairness
- Respect
- Compliance with all laws and policies.

## 4. Compliance with Laws and Regulations

Employees and associates must comply with all relevant laws and regulations, including the Companies Act, 2013; Prevention of Corruption Act, 1988; Information Technology Act, 2000; Competition Act, 2002; Environmental Protection Act, 1986; and Whistleblower Protection Act, 2014.

## 5. Ethical Conduct in Business

Employees must conduct business in a fair, transparent, and responsible manner. Deception, fraud, or misrepresentation is prohibited. Insider trading, misuse of confidential data, and unethical commissions are strictly forbidden.

## 6. Anti-Bribery and Corruption

GRG Polydynamics follows a zero-tolerance policy towards bribery or corruption. No employee or vendor shall offer or accept cash, gifts, or favors that could influence a business decision. All gifts or hospitality above approved limits must be declared to HR or the Compliance Officer.

GRG/HR/D/18

Rev no.00

Rev date:08.02.2024



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## 7. Conflict of Interest

All employees and business associates must avoid situations that create a conflict between personal interests and company interests. Conflicts must be disclosed through the Conflict of Interest Declaration Form.

## 8. Confidentiality and Data Privacy

Employees must protect all confidential information, including designs, customer data, and trade secrets. Data handling must comply with the Information Technology Act (Section 43A & 72) and Digital Personal Data Protection Act, 2023.

## 9. Fair Employment Practices

GRG Polydynamics provides equal opportunities and prohibits discrimination based on religion, race, gender, caste, age, disability, or sexual orientation. Employment decisions must be made solely on merit and performance.

## 10. Workplace Behavior

Employees must maintain professionalism at all times. Harassment, intimidation, or bullying in any form is prohibited. A respectful and inclusive workplace is mandatory.

## 11. Health, Safety, and Environment (HSE)

All employees must follow safety protocols, PPE usage, and housekeeping standards. Environmental violations must be reported immediately. The Company strives to minimize its environmental impact.

## 12. Responsible Use of Company Assets

Employees must protect and responsibly use company assets — physical, financial, and intellectual — only for authorized purposes. Misuse may result in disciplinary action.

## 13. Whistleblower Protection

Employees and vendors may report unethical or illegal behavior confidentially to the Whistleblower Committee or via [ethics@grgpolydynamics.com](mailto:ethics@grgpolydynamics.com). Retaliation against whistleblowers is strictly prohibited.

## 14. ESG and Social Responsibility

GRG Polydynamics promotes ethical sourcing, sustainability, and community development as part of its ESG commitments.



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## 15. Disciplinary Actions

Violations of this Ethics Policy will result in disciplinary measures including warnings, suspension, termination, or legal prosecution depending on severity.

## 16. Policy Review

This policy will be reviewed annually by the Ethics & Compliance Committee to ensure it remains aligned with evolving legal and ethical standards.

## 17. Employee Acknowledgment

All employees and vendors must sign an acknowledgment form confirming that they have read, understood, and agree to comply with this Ethics Policy.

Authorized Signatory:

A handwritten signature in blue ink, appearing to be 'B. A. A.', written over a horizontal line.