



GreenOx Oils Private Limited

Business Ethics Policy

Purpose:

The purpose of this Business Ethics Policy is to ensure that all employees of GreenOx Oils Private Limited are aware of and adhere to the company's ethical standards. This policy outlines the core values, expected behaviours, and ethical guidelines necessary for conducting business in a responsible, transparent, and lawful manner. All employees must act with integrity and fairness in every aspect of their work.

Our Value System:

- Excellence
- Integrity
- Learning & Sharing
- Contribution to Industry & Society

1. Anti-Corruption and Anti-Money Laundering

GreenOx Oils prohibits all forms of bribery and corruption, whether directly or indirectly, involving government officials or private sector individuals. We also prohibit money laundering and require that all financial transactions be fully transparent and documented. Employees must report any corrupt practices or suspicions thereof.

2. Data Protection and Data Security

We prioritize the protection of personal and business data. All employees must safeguard confidential information, adhere to data protection laws, and ensure that data is not misused or disclosed without authorization. Breaches must be reported immediately to management.

3. Financial Responsibility (Accurate Records)

GreenOx requires that all financial records be maintained accurately, transparently, and in compliance with applicable legal and accounting standards. Falsifying records, misreporting, or engaging in financial fraud is strictly prohibited.

4. Disclosure of Information

Employees must provide accurate and truthful information to all stakeholders, including government authorities, regulators, and customers. Misrepresentation, concealment of facts, or the provision of false information is not tolerated.

5. Fair Competition and Anti-Trust

GreenOx is committed to fair competition and the prevention of monopolistic practices. Employees must comply with all applicable anti-trust laws and avoid any agreements or behaviors that could restrict competition.

6. Conflicts of Interest

Employees must avoid any situation that creates, or appears to create, a conflict between personal interests and their duties to GreenOx. Any potential conflict must be reported to the relevant department. Examples include personal business interests that conflict with GreenOx's operations or accepting gifts that create a sense of obligation.

7. Counterfeit Parts



GreenOx strictly prohibits the use of counterfeit parts. All products and services must be authentic and comply with quality standards. Employees must verify the legitimacy of all parts and materials used in production.

8. Intellectual Property

We respect the intellectual property rights of others and protect our own. Unauthorized use of GreenOx's intellectual property (patents, trademarks, copyrights) or that of third parties is prohibited. All employees must ensure that GreenOx's intellectual assets are safeguarded.

9. Export Controls and Economic Sanctions

GreenOx complies with all export control laws and economic sanctions. Employees must ensure that no products, services, or technologies are exported to sanctioned countries or entities without proper authorization.

10. Whistleblowing and Protection Against Retaliation

Employees are encouraged to report unethical conduct or policy violations through our confidential whistleblowing mechanism. GreenOx guarantees protection against retaliation for employees who report issues in good faith. Reports can be made anonymously, and the identity of the whistleblower will be kept confidential.

Implementation & Monitoring:

This policy will be communicated to all employees through induction programs, policy manuals, and the company's internal communication platforms. The Human Resources department is responsible for ensuring compliance with this policy, with regular monitoring and audits to evaluate its effectiveness. Periodic reviews will be conducted to ensure that the policy remains aligned with legal and ethical standards.

Conclusion:

GreenOx Oils Private Limited is dedicated to maintaining the highest ethical standards in all aspects of business operations. This policy ensures that all employees understand their role in upholding the company's commitment to integrity, transparency, and legal compliance in every business decision.