



GreenOx Oils Private Limited

Code of conduct

At GreenOx Oils Private Limited, we are committed to upholding the highest ethical standards in all aspects of our business operations. This Code of Conduct outlines the principles and standards that all employees, partners, and stakeholders must adhere to, ensuring integrity, transparency, and sustainability in everything we do.

1. Integrity and Ethics

- We maintain honesty, fairness, and integrity in all business dealings and decisions.
- Employees and stakeholders are expected to avoid conflicts of interest and disclose any potential conflicts promptly.
- Bribery, corruption, or any form of unethical behavior is strictly prohibited.

2. Respect for the Law

- We comply with all applicable laws, regulations, and industry standards in every market we operate in.
- Employees are expected to be familiar with the legal requirements relevant to their roles and to act in accordance with them.

3. Environmental Responsibility

- We are committed to sustainable practices, reducing our environmental footprint, and contributing to the preservation of natural resources.
- All employees must follow environmentally responsible practices, including waste reduction, energy conservation, and adherence to our water conservation initiatives like rainwater harvesting and recycling.

4. Health, Safety, and Well-being

- Employee safety is our top priority. All employees must use the safety equipment provided and follow safety protocols at all times.
- We promote a healthy work environment and offer regular health, safety, and wellness training sessions to ensure a safe and supportive workplace.
- Employees are encouraged to report unsafe conditions or practices immediately.

5. Respect for Human Rights

- We respect and promote human rights in all of our operations and ensure that no employee is subject to discrimination, harassment, or exploitation.
- Child labor, forced labor, and any other violations of human rights are strictly prohibited.
- We are committed to diversity and inclusion, ensuring equal opportunities for all employees regardless of race, gender, age, religion, or background.

6. Community Engagement and Social Responsibility

- GreenOx is dedicated to supporting the communities where we operate. We actively engage in initiatives that promote social welfare, such as our free meal distribution program and environmental conservation efforts.
- Employees are encouraged to contribute to community development through volunteering and participation in corporate social responsibility activities.



7. Transparency and Accountability

- We foster a culture of transparency, where information is shared openly and honestly with stakeholders.
- All financial and operational records must be accurate, clear, and maintained in accordance with applicable laws and regulations.
- Employees must report any unethical, illegal, or improper conduct they observe, knowing that they are protected from retaliation for doing so.

8. Confidentiality and Data Protection

- We respect the privacy and confidentiality of our employees, customers, and business partners. Sensitive information must be handled responsibly and securely.
- Employees are prohibited from disclosing any confidential information related to the company, its clients, or stakeholders without proper authorization.

9. Commitment to Continuous Improvement

- We strive to continuously improve our operations, services, and environmental impact through innovation, efficiency, and sustainable business practices.
- Employees are encouraged to contribute ideas and solutions that can enhance our company's performance and sustainability efforts.

Compliance with the Code

Every employee, contractor, and business partner of GreenOx Oils Private Limited is expected to adhere to this Code of Conduct. Violations of this Code will be addressed promptly and may result in disciplinary action, up to and including termination of employment or business relationships.

GreenOx is committed to maintaining an ethical, responsible, and sustainable business environment that reflects our core values and mission.