

Business Integrity Policy

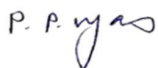
Balark is committed to high levels of Integrity at all times and throughout all levels – with our clients, employees, shareholders and Society at large. All employees at Balark follow a comprehensive, strictly enforced standard of Core Values and Standards of Business Conduct at all times. Balark firmly believes that when ethics and Integrity are present in a company, everyone can count on the words being backed up with corresponding actions and behaviours.

This policy aims to establish a culture of openness, trust and integrity in business practices and to protect employees, partners, vendors and the Company from illegal or damaging actions by individuals, either knowingly or unknowingly. This policy will serve to guide business behaviour to ensure ethical conduct.

To implement this policy:

- Top Management within Balark must set a prime example. In any business, honesty and integrity must be the top priority for executives.
- Executives must have an open-door policy and welcome suggestions and concerns from employees. This will allow employees to feel comfortable discussing issues and alert executives to workforce problems.
- Executives must disclose any conflicts of interest regarding their position within Balark.
- Balark employees will treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practices.
- Every employee needs to apply effort and intelligence in maintaining these ethical values.
- Employees must disclose any conflicts of interest regarding their position within Balark.
- Employees will help Balark to increase customer and vendor satisfaction by providing quality products and timely responses to any inquiries.
- Encourage ethical conduct within the interpersonal communications of employees.
- Balark will promote a trustworthy and honest atmosphere to reinforce the Company's ethics.
- Balark will reinforce the importance of the integrity message, and the tone will start at the top. Every employee, manager, and director must consistently maintain an ethical stance and support ethical behaviour.
- Employees at Balark should encourage open dialogue, get honest feedback and treat everyone fairly, with honesty and objectivity.
- Balark will ensure the ethical code is delivered to all employees and that concerns regarding the code can be addressed.
- Balark will avoid the intent and appearance of unethical or compromising practise in relationships, actions and communications.
- Balark will not tolerate harassment or discrimination.
- Unauthorised use of company trade secrets & marketing, operational, personnel, financial, source code, & technical information integral to the success of our Company will not be tolerated.
- Balark will not permit impropriety at any time, and we will act ethically and responsibly following laws.

1st April 2025



Paresh Vyas
Director