

Supplier Code of Conduct Policy

Balark is committed to ethical, lawful, and sustainable business practices. We expect the same from our suppliers and partners. This Code of Conduct outlines our minimum requirements in key areas:

1. Compliance with Laws

Suppliers must comply with all local, national, and international laws, including labor, health & safety, environment, and anti-corruption laws. Adherence to international standards (e.g., ILO, UN) is required.

2. Ethical Business Practices

- **Anti-Corruption:** No bribery, extortion, or improper payments.
- **Fair Competition:** Avoid price-fixing, bid-rigging, and unfair practices.
- **Conflicts of Interest:** Disclose any situation that may influence impartiality.

3. Labour & Human Rights

- **No Child or Forced Labour:** Employment must be voluntary and legal.
- **Non-Discrimination:** Equal opportunity regardless of race, gender, etc.
- **Freedom of Association:** Respect workers' rights to organise.
- **Fair Wages & Working Hours:** Comply with minimum wage and legal working hour requirements.

4. Health & Safety

- Provide a safe, healthy workplace.
- Maintain emergency preparedness and proper use of PPE.
- Manage hazardous materials responsibly.

5. Environmental Responsibility

- Comply with environmental laws and maintain required permits.
- Reduce resource usage, manage waste, and prevent pollution.

6. Management Systems

- Maintain accurate records and support audits.
- Provide employee training on this Code.
- Continually improve compliance practices.

7. Monitoring & Compliance

- Balark may conduct audits. Suppliers must cooperate fully.
- Prompt corrective action is expected for any violations.
- Repeated or serious breaches may lead to termination of the business relationship.

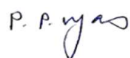
8. Reporting & Whistleblower Protection

- Suppliers and workers are encouraged to report concerns confidentially.
- Retaliation against whistleblowers is strictly prohibited.

Conclusion

By following this Code, suppliers support Balark's values of integrity, respect, and sustainability. Together, we build a responsible and resilient supply chain.

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Paresh Vyas
Director