



## Code of Business Conduct for Swani Spice Mills

We Swani Spice Mills Pvt. Ltd., expect all of our employees and business associates to comply with the law and act ethically in all instances. We also promote the ethical code of business conduct amongst our suppliers as much possible.

### Conflicts of Interest

All Employees at Swani Spice Mills would act in the best interest of the Company. Accordingly, employees would have no beneficial or financial relationship or otherwise, with any of the suppliers that might conflict, or appear to conflict, with the employee's obligation to act in the best interest of company.

### Gifts and Donations

The Company and its employees shall neither receive nor offer or make, directly or indirectly, any illegal payments, remuneration, gifts, donations or comparable benefits that are intended, or perceived, to obtain uncompetitive favors for the conduct of business.

### Business and Financial Records

The Company shall keep accurate records of all matters related to the business. This includes the proper recording of all expenses and payments and timely payment of government dues, taxes etc.



## Bribery and Corruption

The Company ensures to comply with the anti-corruption act applicable in India, as well as all local laws dealing with bribery of government officials. The Company guides and encourages to their employees, not to have practice of giving or accepting bribery.

## Protecting Information

Swani Spice Mills Pvt. Ltd., protects the confidential information of the company, customers and the supplier. The Company has the access to confidential information as part of the business relationship and doesn't share this information with anyone unless authorized to do so by customers or the supplier.

## Antitrust and Competition Law

The Company complies with all Antitrust and Competition Law applicable to ensure equal opportunities to compete on the merit of price competitiveness, service and product innovation.

## Compliance with Laws and Regulations

The Company ensures to conduct the business in accordance with high standards of ethical behavior under all applicable laws, rules, regulations and industry standards, including those relating to antitrust and competition, labour, worker health and safety, anti-bribery, freedom of association and the environment.



**Harjiv Singh Swani**  
CEO / Director Operations

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