

ANTI-CORRUPTION, ANTI-BRIBERY AND DISCIPLINARY MEASURES POLICY

At Star Plast Industries Pvt. Ltd., we uphold the highest standards of **integrity, transparency, and ethical conduct** in all business dealings. The company maintains a **zero-tolerance policy** towards any form of **corruption or bribery**.

All employees are strictly prohibited from **offering, soliciting, or accepting** any bribe, kickback, gift, or undue advantage—whether in cash or kind—from suppliers, customers, or any business associates in connection with company activities.

If any employee is found **offering or accepting bribes or engaging in corrupt practices**, it will lead to **immediate termination of employment without any notice period**.

Employees who become aware of any instance of **corruption, bribery, or unethical business practice** are encouraged to report the matter directly to **Mr. Tejas Gajjar, Director & Mr. Ashish Gajjar, Director**. The identity of the informer will be **kept strictly confidential** to ensure protection from any retaliation.

Similarly, if any **supplier or customer** observes misconduct or violation of this policy, they may report the same to the **Managing Director**. Their identity and the details of the complaint will be **maintained in strict confidence**.

During the **festive season or on any special occasion**, if any **supplier, customer, or third party offers gifts, perks, or any form of benefit**, the employee must **immediately inform the Administration Department and surrender such items** to them.

This policy is applicable **throughout the year**, including festive periods, and aims to ensure that all business activities of **Star Plast Industries Pvt. Ltd.** are conducted with honesty, fairness, and professionalism.

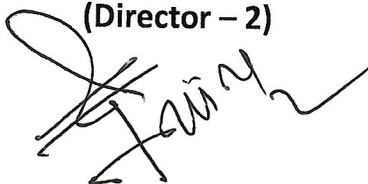
Date: - 17/10/2025

Place: - Vadodara

Mr. Tejas Arun Gajjar
(Director – 1)



Mr. Ashish Arun Gajjar
(Director – 2)



Mr. Aaditya Tejas Gajjar
(Director – 3)

