

Date: - 07/11/2024

BUSINESS CODE OF CONDUCT

Star Plastic Industries Pvt Ltd. is committed to the honest and ethical business practices, complying with applicable legal compliances in its business operations.

Director is accountable for all aspects of implementation, evaluation and enforcement of facilities in line with policies mentioned below.

We will not indulge in corrupt business practices, bribery, fraud, unethical inducement (e.g. offer expensive gifts for getting new business contracts, illegal means of concealing origins of money leading to money laundering), ignore our legal responsibilities (e.g. not paying minimum wages to employees).

We have formulated following policies for our “Code of Business Conduct” with respect to our Corporate Social Responsibility so as to avoid any adverse impact on product quality, safety and reporting of concerns.

We encourage our suppliers to follow similar code of conduct in their operations.

1. EXPORT CONTROL AND SACTIONS POLICY

Star Plast Industries Pvt Ltd. Is committed to meet country specific requirements for export of its products by Studying relevant requirements and complying to them. Before accepting any export orders / delivering the product shipment compliance with requirements is established. Studies Country specific / industry specific sections if any and ensures compliance with applicable requirements arising out of sections. This helps in establishing compliance with industry specific and country of destination specific requirements, as well as avoiding any risk to Adarsh customers / Investors / Reputation of Adarsh with respect to business ethics.

2. ANTI TRUST POLICY

Star Plast Industries Pvt Ltd. Believes in and complies with applicable anti-trust laws and regulations of customer countries and local government by prohibiting any agreements or actions that might; eliminate or discourage competition, bringing about monopoly, abusing a dominant market position, artificially maintaining prices or otherwise illegally hampering or distorting commerce.

3. DATA PRIVACY POLICY

Star Plast Industries Pvt Ltd. Is committed to respect data privacy and applies this commitment while processing any data received from customer (e.g. Customer specific requirements, product

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Contact: +91-265-2643457 | **Mobile:** +919924119055 |

Email: mail@starplasticind.com / tag@starplasticind.com **Web:** www.starplasticind.com |

Address: 92 G.I.D.C. Estate, Makarpura, Vadodara 390 010, Gujarat, India

Star Plast Industries Pvt. Ltd.

Manufactures of Pharmaceutical, Industrial & Food Packaging and Precision Components

specifications and application etc.) as well as any personal data from employee, customer, supplier or contractor.

Ensures that, any such data is used and processed with due care and only for specific purpose for which it was obtained in compliance with applicable laws.

Does not collect any personal data than needed for particular defined purpose.

Does not store personal data beyond required time period after relevant purpose is met.

Stores any confidential information securely and ensures limited access rights to it on a need-to-know basis.

4. CONFLICTS OF INTERESTS

Star Plast Industries Pvt Ltd. Encourages all employees not to indulge in any activity which may exert influence on any decision that may put own interest of employee conflicting with interest of Star Plast Industries Pvt Ltd or its customers.

5. LEGAL COMPLIANCES

Star Plast Industries Pvt Ltd Will meet all applicable statutory and regulatory requirements e.g. State pollution control consent, employee welfare, employee remuneration and employee safety.

6. HUMAN RIGHTS OF EMPLOYEES

- Star Plast Industries Pvt Ltd. will offer equal opportunities to all employees, irrespective of skin colour, age, caste, gender, region, socio-economic background, disabilities, political or religious conviction.
- Will not employ anyone against his / her own free will.
- Will respect the personal dignity, privacy of each employee.
- Will ensure that there is no inhumane treatment of employees, such as mental harassment, sexual harassment or discrimination.
- Will prohibit behavior including gestures, language and physical contact, that is sexual, threatening, abusive or exploitative in nature.
- Will comply with the employee working hours as per applicable local laws.
- Will comply with applicable wage regulations, including those relating to minimum wages, overtime compensation and other legally mandated benefits.
- Allows freedom of association and right to collective bargaining & it will not compromise workers' equal treatment of work.

7. PROHIBITION OF CHILD LABOR

Star Plast Industries Pvt Ltd. Will not to employ any person below the age of eighteen years to work in the factory, office premises.

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8. COMPLIANCE TO ENVIRONMENTAL REQUIREMENTS

- Star Plast Industries Pvt Ltd. Will comply with applicable environmental legal requirements.
- Will establish and implement an environmental management system.
- Will strive for reduction of consumption related to energy, water, other consumables.
- Will account for waste generated from operations and aim for reduction of the waste generated.

9. OCCUPATIONAL HEALTH & SAFETY OF EMPLOYEES

- Star Plast Industries Pvt Ltd. Will comply with applicable legal requirements concerning occupational health and safety of employees.
- Will provide a safe and healthy workplace.
- Will provide personal protection equipment and medical attention in event of work related injury.
- Will record all accidents and aim for zero accident at its facilities.
- Will conduct annual 'Health Check Up' of all employees by medical doctor.
- Will establish and implement an Occupational Health & Safety System.
- Zero accidents are the target.

10. BUSINESS ETHICS

- Star Plast Industries Pvt Ltd. will conduct business in an ethical manner.
- Will refrain from any and all forms of corruption, inducement and bribery.
- Will protect all confidential information provided by customers.
- Will respect intellectual property rights of others and of Customers, where required.
- Has original required computer software. Does not use pirated software.
- Has signed Non-Disclosure Agreement with clients.
- Will be honest in marketing promises. Website will reflect true facts of Adarsh.
- Will not indulge in any fraud or overlook fraud committed by its employees.
- Will not indulge in, nor encourage Money Laundering.
- Ensures proper handling and recording of financial transactions including management of fraudulent records found if any.

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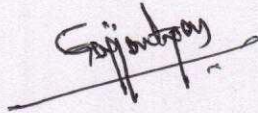
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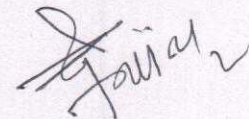
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- Will notify relevant customers if any deviation from quality, safety; code breaches or misconduct occur within Adarsh or from any supplier of Adarsh; which can have adverse effect to customer.
- Will undertake to obtain free, prior and informed consent (FPIC) even if Indian / Local law does not require it; so as to articulate due diligence.
- Will not be indulged in any kind of land grabbing activity.

Mr. Tejas Gajjar
Director



Mr. Ashish Gajjar
Director



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