

	<b>BHARAT BALANCING WEIGHTSS &amp; CO</b>			<b>ANNEXURE</b>	
	<b>APPROVED BY</b>	<b>DOCUMENT NO</b>	<b>ISSUE NO</b>	<b>ISSUE DATE</b>	<b>REVISION NO.</b>
	<b>MD</b>	<b>BBW/ANX/65</b>	<b>01</b>	<b>10/4/2024</b>	<b>01</b>

**BHARAT BALANCING WEIGHTSS & CO**  
Coimbatore

**CODE OF ETHICS AND GUIDELINES**

At BBW, we are committed to conduction our business ethically and responsibly. Our success is built on a foundation of integrity, transparency, and respect for the law. This Code of Ethics and Guidelines outlines the principles and standards that every member of BBW must adhere to in their daily activities

**1. Ethical Management:**

We shall uphold the highest standards of honesty, integrity, and fairness in all our business dealings.

Our decisions and actions shall be guided by ethical principles, compliance with laws and regulations, and respect for human rights and dignity.

**2. Anti-Corruption:**

We strictly prohibit all forms of bribery, corruption, and unethical practices.

No employee shall offer, give, solicit, or accept bribes or kickbacks, whether to government officials, business partners, or any other parties.

We shall maintain accurate and transparent records of all financial transactions and interactions with third parties.

**3. Conflict of Interest Prevention:**

Employees shall avoid situations where personal interests conflict with the interests of BBW.

Any actual or potential conflicts of interest must be disclosed promptly to the appropriate authorities.

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Decisions involving conflicts of interest shall be made transparently, objectively, and in the best interests of the company.

#### **4. Prevention of Anti-competitive Behavior and Unfair Trade Practices:**

We shall compete fairly and ethically in the marketplace, in compliance with antitrust laws and regulations.

Any agreements, arrangements, or practices that could restrict competition or harm consumers are strictly prohibited.

#### **5. Prevention of Counterfeit Parts:**

We shall take all necessary measures to prevent the manufacture, sale, or use of counterfeit parts in our products or supply chain.

Employees shall promptly report any suspicions or discoveries of counterfeit parts to the appropriate authorities.

#### **6. Compliance with Export Restrictions:**

We shall comply with all export control laws and regulations governing the transfer of goods, technology, and services across borders.

Export activities shall be conducted in accordance with applicable licensing requirements and trade restrictions.

#### **7. Protection from Internal Whistleblowing and Retaliation:**

BBW is committed to providing a safe and supportive environment for whistleblowers to report misconduct or violations of this Code.

Retaliation against individuals who report violations in good faith is strictly prohibited and will result in disciplinary action.

#### **8. Prevention of Money Laundering:**

We shall implement effective anti-money laundering policies and procedures to prevent the use of BBW's products or services for illegal purposes.

Employees shall be vigilant in identifying and reporting any suspicious activities or transactions.

#### **9. Financial Responsibility (Accurate Record-Keeping):**

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We shall maintain accurate, complete, and transparent records of all financial transactions, in compliance with accounting standards and regulations.

Financial reports and disclosures shall fairly and accurately represent BBW's financial position and performance.

**10. Information Disclosures:**

We shall ensure timely and transparent disclosure of information to shareholders, regulators, and other stakeholders, in accordance with applicable laws and regulations.

Confidential information shall be safeguarded and disclosed only as authorized by the company or required by law.

**11. Intellectual Property Practices:**

We respect the intellectual property rights of others and shall not engage in any form of intellectual property infringement or misappropriation.

BBW's intellectual property assets shall be protected and used responsibly, in accordance with applicable laws and agreements.

**Conclusion:** Adherence to this Code of Ethics and Guidelines is essential to maintaining BBW's reputation, fostering a culture of trust and integrity, and ensuring the long-term success and sustainability of our business. By upholding these principles, we demonstrate our commitment to ethical business practices and responsible corporate citizenship.

**10/4/2024**



**Managing Director**