

AARAV FRAGRANCES & FLAVORS PVT. LTD.**CODE OF CONDUCT POLICY**

We at M/s Aarav Fragrances & Flavors Pvt Ltd. is committed for conducting business in legal and ethical manner and providing fair treatment to employee.

Company has adopted Code Of Conduct Policy, which sets out as follows,

- Employ a diverse workforce on the basis of ability to do the job, provide a work place free of discrimination and harassment, treat employees fairly, including with respect to wages, working hours, benefits and working conditions as per applicable law and regulation. Employ workers who meet the applicable minimum legal age requirement and avoid child labor.
- Conduct business ethically in line with fair competition.
- All employees should fulfill their job duties with professionalism and respect Co-worker, Customers, Stakeholders and the Community.
- Perform business with integrity. Employee shall not engage in or permit any form of corruption. Shall not offer/receive bribes, unlawful incentives to/from anyone.
- Value and Protect confidential information, internal and external intellectual property and assets.
- Employee shall not engage in any activity that conflicts with company's business.
- Report any potentially unlawful activities in the workplace.

Date : 1st April 2019
Thane



Mr. Ajit Suresh Vaze
Managing Director

For Aarav Fragrances & Flavors Pvt. Ltd.

AARAV FRAGRANCES & FLAVORS PVT. LTD.

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