

RADHA RICE MILL

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Radha Rice Mill Code of Conduct

1. Introduction

At **Radha Rice Mill**, we are committed to conducting our business with the highest standards of ethics, integrity, and professionalism.

This Code of Conduct outlines the principles and guidelines that all employees, partners, and associates of our company must adhere to in order to maintain our reputation for excellence and ensure a positive and ethical work environment.

1. Compliance with Laws and Regulations

- 1.1. We will comply with all applicable laws, regulations, and standards in every jurisdiction where we operate.
- 1.2. We will not engage in any illegal, unethical, or fraudulent activities.

2. Integrity and Honesty

- 2.1. We will conduct all business activities with honesty, integrity, and transparency.
- 2.2. We will not make false statements, misrepresent information, or engage in deceptive practices.

3. Respect for Others

- 3.1. We will treat all individuals with dignity and respect, regardless of their background, race, gender, religion, or beliefs.
- 3.2. We will maintain a workplace free from discrimination, harassment, and bullying.



4. Conflicts of Interest

- 4.1. We will avoid situations that may create a conflict of interest between personal interests and the interests of the company.
- 4.2. We will promptly disclose any actual or potential conflicts of interest to the appropriate parties.

5. Protection of Company Assets

- 5.1. We will use company assets and resources responsibly and solely for legitimate business purposes.
- 5.2. We will protect company information, including trade secrets and confidential data, from unauthorized disclosure.

6. Fair Competition

- 6.1. We will compete fairly and ethically in the marketplace, avoiding anti-competitive practices and respecting the rights of competitors.
- 6.2. We will not engage in price-fixing, bid-rigging, or other anti-competitive activities.

7. Environmental Responsibility

- 7.1. We are committed to minimizing our environmental impact and will strive to operate in an environmentally responsible manner.
- 7.2. We will comply with environmental laws and regulations and seek opportunities to improve our environmental performance.



8. Health and Safety

- 8.1. We will provide a safe and healthy workplace for all employees and visitors.
- 8.2. We will follow safety procedures, use appropriate protective equipment, and report any safety concerns promptly.

9. Reporting Violations

- 9.1. We encourage employees to report any violations of this Code of Conduct, unethical behavior, or concerns about compliance with laws and regulations.
- 9.2. Reports can be made through established company channels, and whistleblowers will be protected from retaliation.

10. Consequences of Violations

- 10.1. Violations of this Code of Conduct may result in disciplinary actions, up to and including termination of employment or business relationships.
- 10.2. Legal actions may be pursued against individuals or entities engaged in serious misconduct.

2. Conclusion

At Radha Rice Mill, our reputation is built on the foundation of ethical conduct, and every member of our team plays a crucial role in upholding these principles. By following this Code of Conduct, we ensure that our company continues to thrive while maintaining the trust and respect of our customers, partners, and communities.

This Code of Conduct is subject to periodic review and may be updated to reflect changes in laws, regulations, or company policies. All employees, partners, and associates are responsible for familiarizing themselves with the latest version of this Code of Conduct and for seeking guidance in cases of uncertainty.

