



BUSINESS ETHICS POLICY

Introduction

At SKY GROUP, we are dedicated to conducting our business with unwavering integrity, transparency, and ethical behaviour. Our commitment extends to all aspects of our operations, from manufacturing to export.

Core Principles

We adhere to the following core principles:

1. **Zero Tolerance for Bribery and Corruption:** We unequivocally reject any form of bribery, corruption, or unethical practices. This applies to both giving and receiving bribes.
2. **Professionalism and Fairness:** We conduct ourselves professionally, treating all stakeholders—employees, customers, suppliers, and partners—with respect and fairness.
3. **Integrity Across Borders:** Whether operating locally or internationally, we maintain the highest standards of integrity in all our business dealings.

Specific Commitments

To uphold these principles, we commit to:

1. Anti-Bribery Measures
2. Transparency and Accountability
3. Gifts and Hospitality
4. Third-Party Due Diligence
5. Reporting Violations

Implementation

We will:

- Communicate this policy to all employees.
- Regularly review and update the policy as needed.
- Appoint an ethics officer to oversee compliance.

Conclusion

Sky Group stands firm in its commitment to ethical conduct. By adhering to these principles, we contribute to a fair and trustworthy business environment.

MANAGING DIRECTOR

Bhavin

SKY GROUP