



Code of Conduct

Vinmar's success is built on integrity, ethical behavior, and respect for laws and regulations worldwide.

Our Global Code of Conduct sets the standards that guide our business, relationships, and decision-making in every market where we operate.

"Our success depends on integrity in every decision. Acting ethically strengthens our partnerships and protects the trust of our customers, employees, and stakeholders."

— Vishal Goradia, CEO

The Code applies globally to all employees, contractors, and subsidiaries, ensuring consistent ethical and compliant behavior across all operations.

Key Principles

Integrity and Ethics

All individuals covered by the Code are expected to act with honesty, transparency, and accountability. Decisions should align with Vinmar's values and comply with applicable laws.

Respect for People & Human Rights

Vinmar is committed to a safe and inclusive workplace, free from discrimination, harassment, and retaliation. Our [Global Anti-Slavery & Human Rights Policy](#) reinforces our zero-tolerance approach to modern slavery, child labor, and human trafficking across all operations and supply chains.

Health, Safety & Environment (HSE)

Maintaining a safe workplace and protecting the environment are core responsibilities. Employees must follow all health, safety, and environmental policies and report hazards or incidents promptly. Learn more in [HSE Policy](#).

Compliance with Laws and Regulations

The Code ensures adherence to international and local laws, including anti-corruption, competition, trade, and financial integrity requirements. Employees are responsible for understanding and following these rules in their daily activities. This includes compliance with our Anti-Bribery and [Anti-Corruption \(ABAC\) Policy](#) and [Anti-Boycott Policy](#), which provide clear guidance on preventing bribery, improper payments, and prohibited trade practices.

Confidentiality & Responsible Communication

Protecting sensitive information and engaging responsibly with external parties is essential. Only authorized representatives may speak on behalf of Vinmar, and confidential data must never be disclosed improperly.

Raising Concerns / Reporting

Employees and business partners are encouraged to report potential violations through management, the Compliance function, or the [Vinmar Speak-Up Hotline](#). Vinmar strictly prohibits retaliation against good-faith reporters.

Why This Matters

Following the Code helps protect Vinmar's reputation, maintain stakeholder trust, and ensure responsible, ethical, and compliant business practices. Acting with integrity strengthens partnerships and fosters a workplace we can all be proud of.



 **vinmar**[®]

