

Master Policy for Team Sync (TS) CA and CA Associate Region Operations (ARO, TS, SG, SGIN, FG, ENCS, AM).

The values that guide our decision-making are spelled out in this Master Policy Document. We challenge ourselves, to put the needs and well-being of the people we serve first.

More than just a corporate social responsibility, our Master Policy, is more than just a moral compass. We believe it's a recipe for business success. The fact that Team Sync and its Associate Regions are one of only a handful of organisations that have flourished through more than twenty years of **change** which is proof of that **we believe our one of the core responsibility towards human entities** (directly employed, partners, or customers) who deploy the assistance and use of our products and services. In meeting their needs, everything we do; must be of high quality. **We must constantly strive to provide more value rather than discounts.** Customer orders must be serviced promptly and accurately. **Our business partners must have an opportunity to make a fair profit.**

We have a joint responsibility to our partners, employees and congregation of aged and experienced consulting teams who form the diversified eco-system of Team Sync and work with us, throughout the world. We must provide an inclusive work environment where each person must be considered as an individual. We must respect their diversity and dignity and recognize their merit. They must have a sense of security, fulfilment and purpose in their jobs. Compensation must be fair and adequate and working conditions clean, orderly and safe. We must support the health and well-being of our employees and help them fulfil their family and other personal responsibilities. Employees must feel free to make suggestions and complaints. There must be equal opportunity for employment, development and advancement for those qualified and same should be irrespective of gender bias. We must provide highly capable leaders and their actions must be justified.

We are responsible to the communities in which we live and work and to the world community as a whole. We must help people to be healthier by supporting better access to care in more places around the world. We must be good citizens and support good works and charities, better health and education, and bear our fair share of taxes. We must maintain in good order the assets, we are privileged to use, protecting the environment and natural resources.

Our Core Four Responsibilities.

Our entire choice of business and engagement, **must assist environment conservation** encompassing our **Main Four Responsibilities** of deliverance guided **towards:**

1. (First Responsibility) **Mother Earth**, where we dwell to owe our future responsibility.
2. (Second Responsibility) **Living entities**, as may know the meaning of life forms and alternate understanding of definition of life forms as they may evolve to our nascent minds enhancing the scope of responsibility towards not only humans, but also animals, trees, and life eco-system around us. Human responsibility must span support, care and respect for their close eco-system and their families who work with us, and for us.
3. (Third Responsibility) **Our stake-holders**, Business must make a sound profit but not at the expense of the first two responsibilities, enumerated above. All choice of business avenues in terms of services and products that we may chose to promote for internal and external stake-holders and partners, must comply by the above two responsibilities **and that too in the same order.** We closely work to support: <https://www.conservation.org/nature-is-speaking>
4. (Fourth Responsibility) **Justified and Fair Work Culture**, for the execution of the above three responsibilities.

We must experiment with new ideas. Research must be carried on, innovative programs developed, investments made for the future and mistakes paid for. New partners with innovations must be engaged, new facilities provided and new services and products launched. Unit reserves must be created to provide for adverse times. When we operate according to these principles, the stockholders should realize a fair return.

Master Policy/ HR/ TS/ SG/ CA/ AR/ IN/ 100000-00000-001 / 16082000-1

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