



ETHICAL POLICY

OUR STRONG CODE OF ETHICS

RR Groups is serious about working ethically at all times. Our ethics policy sets out standards for our code of ethics. It's essential that all employees, advisers and agents meet the highest ethical standards whenever they do business anywhere in the world. We believe that sound ethical conduct deepens trust and aids collaboration and teamwork, both within our business and in our dealings with customers.

BUSINESS INTEGRITY:

RR Groups insists on integrity, honesty and fairness in all aspects of business and we seek the same from those with whom we do business, directly and indirectly. No employee may directly or indirectly offer, pay, solicit or accept a bribe, or any other such payment which may be construed as such, in any form. Political donations by or on behalf of RR Groups are also prohibited.

Gifts and entertainment may only be offered to any third party if they are consistent with customary business practices, modest in value and not in contravention of any applicable law. No employee should seek or accept a personal gift or entertainment that might reasonably be believed to influence commercial activity or the decision-making process. No employee should act in a manner that may bring RR Groups into disrepute.

Employees must avoid private, financial or business activities (including those of immediate members of their families) that conflict with their responsibilities to RR Groups.

All business transactions must be lawful, reflected accurately and fairly in RR Group's accounts in accordance with established procedures and be subject to audit. RR Group's accounting records will accurately reflect and describe the nature of the underlying transactions. Illegal, unfair or unethical practices are not acceptable.

OUR COMMITMENT TO STAKEHOLDERS:

At, we recognise our corporate responsibility to six main groups of stakeholders. Below are our pledges to each group.

TO ACHIEVE THIS, OUR OBJECTIVES ARE TO:

1) TO CUSTOMERS

To win and retain customers by developing and providing products and services that help them to run successful businesses to promote customer satisfaction, to be responsive to customer comments and complaints.

2) TO EMPLOYEE

To respect the human rights of all employees, whether directly employed or sub-contracted, consistent with the Universal Declaration of Human Rights. To provide and maintain safe conditions of work, with competitive terms and conditions of employment. Not to use any form of under-age or forced labour, and to act consistently with the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

To promote diversity by selecting, developing and retaining employees on the basis of ability and qualifications for the work performed, without any form of discrimination or prejudice under any circumstances. To insist that harassment does not take place under any circumstances. To encourage the involvement of employees in the planning and direction of their work.



3) TO SUPPLIERS AND BUSINESS PARTNERS

To seek mutually beneficial relationships with contractors, suppliers and joint-venture partners. To require that, so far as practicable, all of these adhere to business principles consistent with our own.

4) TO THE COMMUNITY

To conduct business as responsible corporate citizens, to observe the laws of the India, to give proper regard to the health, safety and the environment of local communities, and to be sensitive to and supportive of local cultural, social, educational and economic needs.

5) TO SHAREHOLDERS

To build shareholder value through growth and total shareholder return. To conduct our operations in accordance with accepted principles of good corporate Governance. To provide timely and accurate information on our activities and performance. to build and protect our reputation and our brand.

6) TO COMPETITORS

To respect the confidentiality of any competitor data that may be offered. RR Groups employees should not solicit or accept any confidential competitor data. Any data received unsolicited should be destroyed. RR Groups employees should never 'bad mouth' any competitors.

HEALTH, SAFETY AND THE ENVIRONMENT:

It is RR Group's policy to establish and manage safe and healthy working conditions for all employees. We seek effective and efficient ways to protect and enhance the environment in which we live and operate.

COMPLIANCE, MONITORING AND REPORTING:

The RR Groups senior management team is responsible for communicating this Ethics Code to all employees and for ensuring its contents are understood and adhered to. Day-to-day responsibility in this regard is delegated to the senior team at RR Groups. Each employee is expected to make himself or herself aware of, and deal appropriately with, all significant legal, ethical and accounting considerations relevant to their work for the company.

Compliance with this Code is monitored and reviewed by the senior management team of RR Groups as part of its risk management process, supported by relevant committees.

Breaches of the Code must be reported to relevant senior managers of RR Groups. Breaches by an employee may be a disciplinary offence. RR Groups has a 'whistle blowing' policy that encourages employees to report breaches of this Code and other concerns in confidence. Under this policy, RR Groups will take all reasonable steps to ensure that no party suffers unjustified detriment and, equally, that no RR Groups employee engages in victimisation in any form.

The Code is intended to foster a search for continuous improvement in all aspects of our performance. It will therefore be reviewed annually and will be referred to in RR Group's Annual Report as part of an ongoing improvement programme.

ANY QUESTIONS?

For more information about our ethics policy and practices, Please [Contact us](#) .+91 6363565865