

FAIR TRADE POLICY

1. Objective: -

The policy outlines Sungwoo Hitech India Pvt Ltd commitment to ethical, fair, and transparent trade practices. We are dedicated to upholding human rights, promoting fair labour practices, and complying with applicable laws and international fair trade standards across our operations and supply chain.

2. Scope: -

The policy applies to all employees, suppliers, contractors, vendors, consultants, and third-party business partners associated with Sungwoo Hitech India Pvt Ltd.

3. Key Principles: -

a. Ethical Sourcing:

All materials and services are sourced responsibly, without exploiting workers, harming the environment, or violating legal and social standards.

b. Fair Labour Practices:

Sungwoo stamping prohibit child labour, forced labour, discrimination, and any form of unfair wage practices. All suppliers must uphold decent working conditions and fair treatment.

c. Fair Pricing and Equal Opportunity:

The fair and competitive pricing, maintaining transparent dealings with vendors and service providers. All vendors are selected based on merit, quality, compliance, and ethical practices

d. Transparency and Integrity:

Business operations and communications must be transparent, honest, and well-documented. We promote full disclosure of relevant business information to all stakeholders.

e. Legal Compliance and Anti-Corruption Measures:

All operations must comply with national and international laws and regulations including:

- Anti-corruption and anti-bribery laws
- Prevention of conflict of interest
- Anti-competitive behaviour and fair market competition

Any form of bribery, corruption, kickbacks, or collusion is strictly prohibited. Employees and business partners must disclose any actual or potential conflicts of interest.

4. Managing Director's Commitment: -

At Sungwoo Hitech India Pvt Ltd, we believe that ethical trade is the foundation of long-term success. I, as the Managing Director, fully support this Fair Trade Policy and am committed to ensuring its implementation across all departments and business dealings. Our leadership team is responsible for promoting a culture of integrity, accountability, and fairness.

A continue to lead by example, uphold the highest ethical standards, and take appropriate action against any violation of this policy.

5. Supplier and Partner Expectations: -

All suppliers, contractors, and partners must commit to and comply with the policy. Non-compliance may result in termination of business relations and reporting to legal authorities if required.

6. Grievance and Reporting Mechanism: -

Grievance and reporting concern or violation related to unethical trade practices, bribery, corruption, or unfair behaviour must be reported immediately to the Ethics & Compliance Team or HR Department. Reports will be kept confidential and no retaliation will be allowed against whistle-blowers.

7. Monitoring and Review: -

The policy as per monitoring will be reviewed annually or as required to ensure its alignment with legal standards and company values. Internal audits and periodic assessments will be conducted to ensure compliance.