

## **AMI ORGANICS LIMITED – Business Ethics Policy**

### **BUSINESS ETHICS POLICY**

**Ami Organics Limited (hereinafter Ami Organics)** approach to business is based upon a core set of values, which reflects the standards we set for ourselves and the unique role Ami Organics has in safeguarding people, property and assets, attract and retain employees, to win and keep our customers and to obtain long term investment in the Company- all of which contribute to achieving our goal of delivering outstanding customer service, providing engaging and rewarding employment and delivering sustainable profitable growth for shareholders. Demonstrating and living up to our values is the responsibility of every employee across the organization.

This Policy governs the actions and working relationships of all Directors, officers and employees of Ami Organics. This Policy reaffirms the standards of conduct with which all of us want to be identified. The Policy serves as a reminder that we all play an important role in maintaining these standards, and that neither competitive pressure, self-interest nor non compliance with rules or proper procedures can be allowed to undermine them. We are committed to these standards and routinely monitor compliance across the organization, taking remedial action whenever necessary. Although this policy was operational in company approved by management, it has been revised and formally adopted by the Board of Directors on July 15, 2022.

#### **Honesty and Fair Dealing**

The Company's reputation for integrity is tested every day by the way we treat customers, suppliers and each other. Honesty, fairness, and keeping commitments must be hallmarks of the way we do business. We Ensure that commitments are honored and that all our customers receive the highest quality service that we can provide.

#### **Build Trust and Credibility**

The success of our business is dependent on the trust and confidence we earn from our employees, customers and shareholders. We gain credibility by adhering to our commitments, displaying honesty and integrity and reaching company goals solely through honorable conduct.

#### **Respect for the Individual**

Ami Organics is an equal employment employer and is committed to providing a workplace that is free of discrimination of all types from abusive, offensive or harassing behavior. Any employee who feels harassed or discriminated against should report the incident to his or her manager or to human resources.

#### **Equal opportunity**

Ami Organics values all its employees for their contribution to the business. Opportunities for advancement will be equal and will not be influenced by considerations other than their performance, ability and aptitude. Employees will also be provided with the opportunity to develop their potential and, if appropriate, to develop their careers further with the company. Selection and placement of employees is based on their qualifications and without discrimination in terms of race, religion, national origin, sex, age, disability, or other categories protected by law.

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### **Health and safety**

At Ami Organics we are passionate about working safely and take great care to protect our employees and customers from harm. Our policies and standards target health and safety risks in the company and must meet these standards in addition to complying with the relevant laws and health and safety requirements. This includes consulting employees on health and safety matters, providing them with safe and healthy working conditions, as well as appropriate training and equipment.

### **Create a Culture of Open and Honest Communication**

At AMI ORGANICS everyone should feel comfortable to speak his or her mind, particularly with respect to ethics concerns.

Ami Organics will investigate all reported instances of questionable or unethical behavior. In every instance where improper behavior is found to have occurred, the company will take appropriate action. We will not tolerate retaliation against employees who raise genuine ethics concerns in good faith.

### **Uphold the Law**

Ami Organics commitment to integrity begins with complying with laws, rules and regulations where we do business. Further, each of us must have an understanding of the company policies, laws, rules and regulations that apply to our specific roles. AMI ORGANICS is committed to being a good corporate citizen, taking account of the economic, social and environmental impact of our business and aiming to maximise the benefits and minimise any negative impact of our operations.

### **The environment**

Ami Organics will conduct its business with respect and consideration for the environment. We will strive actively to reduce the overall impact on the environment by targeting annual reductions in our carbon intensity and the management of waste, water, vehicle emissions and energy consumption.

### **Local communities**

Ami Organics is fully committed to supporting and assisting the communities in which we operate through a variety of means including charitable fundraising, sponsorship of community projects and voluntary work by employees. We conduct our business with respect and consideration for the good of local communities, taking steps to minimise any disturbance as a result of our operations. We will also serve local interests by providing good employment opportunity.

### **Competition**

We are dedicated to ethical, fair and just competition. We will sell our products and services based on their merit, superior quality, functionality and competitive pricing. We will make independent pricing and marketing decisions and will not improperly cooperate or coordinate our activities with our competitors. We will not offer or solicit improper payments or gratuities in connection with the purchase of goods or services for AMI ORGANICS or the sales of its products or services, nor will we engage or assist in unlawful boycotts of particular customers.

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### **Selective Disclosure**

We will not selectively disclose (whether in one-on-one or small discussions, meetings, presentations, proposals or otherwise) any material nonpublic information with respect to AMI ORGANICS, its securities, business operations, plans, financial condition, results of operations or any development plan.

### **Accurate Public Disclosures**

We will make certain that all disclosures made in financial reports and public documents are full, fair, accurate, timely and understandable. This obligation applies to all employees, including all financial executives, with any responsibility for the preparation for such reports, including drafting, reviewing and signing or certifying the information contained therein. Information must not be falsified or concealed under any circumstances. Employees who are found to have engaged in false or misleading financial reporting will be subject to disciplinary action.

### **Confidential and Proprietary Information**

Integral to Ami Organics business success is our protection of confidential company information, as well as nonpublic information entrusted to us by employees, customers and other business partners. Confidential and proprietary information includes such things as pricing and financial data, customer names /addresses or nonpublic information about other companies, including current or potential supplier and vendors. We will not disclose confidential and nonpublic information without a valid business purpose and proper authorization.

### **Use of Company Resources**

Employees and those who represent Ami Organics are trusted to behave responsibly and use good judgment to conserve company resources. The Company's assets are to be used for their intended purposes and not for personal advantage. This applies not only to funds, facilities, equipment, and supplies but also to such properties as customer lists and computer software. In order to protect the interests of Ami Organics and our fellow employees, company reserves the right to monitor or review all data and information contained on an employee's company-issued computer or electronic device, the use of the Internet or company's intranet. We will not tolerate the use of company resources to create, access, store, print, solicit or send any materials that are harassing, threatening, abusive, sexually explicit or otherwise offensive or inappropriate.

### **Giving and Accepting Gifts**

Gifts, favors, entertainment, and job offers may be attempts to "purchase" favorable treatment. accepting such inducements could raise doubts about our ability to make independent business judgments and the Company's commitment to treating people fairly. Promotional items can be accepted if they are in line with accepted business practice, could not be construed as potentially influencing business judgment, and public disclosure thereof would not embarrass the Company. Employees must not accept gifts or entertainment of substantial value from people or firms doing business with or seeking to do business with the Company. A cash gift may never be accepted.

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### Insider Trading – Securities Laws

The securities of Company are public traded. While dealing in shares of Company that is publicly traded securities laws forbid individuals and organisation associated with Company from profiteering from material, non-public “inside” information that could influence decisions to buy, sell or hold on to particular securities. Such information may relate to the financial condition of a company, its products, the market for its securities, its investment intentions, sales prospects or plans for a merger or acquisition etc. Persons who have access to material, non public “inside” information regarding either Ami Organics or a customer or a supplier, either on a formal or informal basis are prohibited to make trades of securities based on this information or give such information to others, including family members.

### Reporting Conflict of Interest

Employees other than directors and executive officers are expected to promptly make full disclosure of any potential conflict of interest in writing to their immediate supervisor prior to accepting any position or entering into or commencing any transaction that may result, or appear to result, in a conflict of interest.

### Implementation

This Business Ethics Policy is published widely in Ami Organics including corporate website. The policy must be adopted as a minimum standard and issued to all managers and relevant employees. Senior officers will be asked to confirm compliance on an annual basis

### Adherence to policy

Since Ami Organics aims to maintain high ethical standards in carrying out its business activities, practices of any sort that are incompatible with the Company’s principles and policies are not tolerated. Strict adherence to these principles and supporting policies is a condition of employment in the company. Any action by an employee, which deliberately or recklessly breaches this ethics policy, may result in disciplinary action.

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