



Thermopads Pvt Ltd

Business Integrity Policy

Dt: 01.08.2024

Thermopads is committed to conducting business with the highest standards of integrity, transparency, and accountability. This policy is designed to guide our employees, contractors, partners, and stakeholders in maintaining ethical practices in all our operations.

Commitment to Quality and Safety: We prioritize the safety, reliability, and quality of our heating products. All Thermopads solutions are developed in compliance with international quality and safety standards. We adhere strictly to product certifications and safety regulations.

Anti-Corruption and Anti-Bribery: Thermopads strictly prohibits any form of bribery or corruption. No employee, agent, or contractor shall offer, give, solicit, or accept any form of bribe or undue payment to influence business decisions.

Fair Competition: We are committed to fair competition and compliance with antitrust laws. Thermopads will not engage in practices such as collusion, price-fixing, or monopolistic behaviors. All competitive activities are conducted ethically and transparently to support an open and fair market.

Conflict of Interest: Employees and representatives must avoid situations where personal interests conflict with the interests of Thermopads. Any potential conflict must be disclosed promptly to ensure impartiality in our business decisions and protect Thermopads' reputation.

Confidentiality and Data Protection: Thermopads is committed to protecting sensitive information, including proprietary data, intellectual property, and customer information. All employees must follow data protection guidelines to ensure that our customers' and partners' information is safeguarded against unauthorized access or misuse.

Fair Labor and Human Rights: Thermopads is committed to providing a fair and safe workplace. We strictly prohibit child labor, forced labor, and any form of discrimination. We ensure compliance with labor laws and expect our suppliers and partners to uphold these standards.

Whistleblower Protection and Reporting: Thermopads provides a secure and confidential process for employees and partners to report unethical behavior, illegal activities, or policy violations without fear of retaliation. We investigate all issues and take necessary corrective actions.

Mr. Chetan Gurkha

Director