



BUSINESS ETHICS POLICY

1.PURPOSE

DS Connectors and Cables India Pvt Ltd believes that conducting its business to high ethical standards, thereby maintaining public confidence in the integrity and corporate legitimacy of its operations, is essential for its long-term success and growth. It is also essential if we are to build and retain effective relationships with our customers, employees, shareholders, business partners and the wider community.

We will compete for business through the quality and value of our services, and through a sound reputation as a professional, well-managed, ethical and socially responsible company. We recognize that this is particularly important in circumstances where we are entrusted to manage the assets and systems of other organizations.

We will make clear our approach to specific ethical issues through the communication and enforcement of individual procedures, although we accept that ethical behaviour cannot be expressed or ensured by the

written word alone. DS Connectors and Cables India Pvt Ltd does NOT permit or condone any acts of corruption and bribery, in any of its dealings or in the dealings of its employees, suppliers or agents acting on its behalf.

2.SCOPE

This policy applies to all stakeholders of DS Connectors and Cables India Pvt Ltd including:

- All employees & contractors of DS Connectors and Cables India Pvt Ltd and its Associated companies

In particular, throughout our business and in all our activities, we will:

- Develop a culture where responsible and ethical behaviour is seen as an essential and integral part of our day-to-day activity.
- Maintain and demand high professional Standards honour our Commitments, and act consistently with integrity care diligence.
- Communicate in an open and honest manner, while fully recognizing the confidentiality and sensitivity of some information in our possession.
- Use reward and recognition systems to encourage and reinforce appropriate behaviour.
- Practice equality, avoiding discrimination, undue pressure, bullying or harassment.
- Observe legal and regulatory requirements, including those for corporate governance.
- Seek to provide a safe and healthy working environment for all our people, and for the communities in which we operate.
- Give high priority to the development and use of materials, products, processes and services, which reduce environmental damage and waste.

- Make clear our procedures for disciplining those who do not adhere to our clearly expressed standards, policies and procedures, or who break the law; we shall also support those who seek to uphold such standards or who expose the deliberate wrong-doing of others, and will establish clear procedures for this.
- Be a good corporate citizen, taking account of local and national issues in serving the communities in which we operate.
- Avoid doing business with organizations, which are seen to be in Fundamental conflict with our own ethical principles.

3. Responsibilities

The Top Management to whom any complaint of a breach of this policy

may be made if satisfactory resolution cannot be achieved elsewhere. The Management is also responsible for maintaining and reviewing this policy, and for clarifying and resolving general issues. The Management will oversee any audit of policy compliance, which may be considered necessary.

HR Team is responsible for implementation of this policy and other related policies and procedures, including communication and detailed interpretation, monitoring and any disciplinary action in response to an apparent breach of policy.

The Ethics committee also function as the Ethical Steering Committee, providing both oversight and strategic guidance on Ethical practices

The overall responsibility for this policy lies with the Top Management.

4.COMMUNICATION:

The policy will be brought to the attention of every employee at regular intervals, using a range of appropriate resource and providing opportunities for questions and concerns to be fully addressed. The policy will also be communicated to other stakeholders, including contractors, suppliers and as opportunity or the need arise.


President / H. J. KANG

Ho Jong Kang
President.