

Code of Ethics & Conduct



Mr. Manish Nakrani
Managing Director
REDWOP CHEMICALS PVT. LTD.

Applicability:

This Code applies to all Directors, Senior Management, Employees, Contractors, Suppliers, and anyone acting on behalf of Redwop Chemicals.

Integrity & Ethical Conduct:

We prioritize integrity and ethics in all operations. Everyone must act honestly, transparently, and with accountability in dealings internally and externally. Compliance with all applicable laws, regulations, and internal policies is mandatory.

Respect & Fair Dealing:

Treat all stakeholders—customers, suppliers, competitors, regulators, and employees—with fairness and respect. Manipulation, misrepresentation, or abusive conduct is prohibited.

Conflict of Interest & Corporate Opportunities:

Avoid situations where personal interests conflict or may appear to conflict with company interests. Disclose any potential conflicts promptly. Do not exploit business opportunities discovered through company association for personal gain unless disclosed and declined by Redwop.

Confidentiality & Data Integrity:

Protect company's confidential and proprietary information; use it only for authorized business purposes. Ensure accuracy and integrity of records and data; intentional misrepresentation or falsification is strictly forbidden.

Health, Safety, and Environment (HSE):

Adhere to rigorous safety standards to safeguard employees, contractors, and communities. Minimize environmental impact and comply with applicable environmental laws and best practices. Embrace the Indian Chemical Council's Responsible Care principles—such as product stewardship, process safety, pollution prevention, and emergency response.

Anti-Corruption & Gifts Policy:

Engage in fair competition and comply with all anti-corruption and anti-bribery laws. Do not solicit or accept improper gifts, favors, or hospitality intended to influence business decisions. Accept only nominal, customary gifts.

Innovation & Continuous Improvement:

Drive innovation in product quality, logistics, and training—reflecting Redwop's core values. Promote a culture of continuous improvement and collaboration.

Zero Delays & Reliability:

Honor commitments and deadlines with a "Zero Delays" mindset, ensuring reliable delivery and operations.

Stewardship & Accountability:

Take ownership of decisions and pursue accountability in performance and behavior.

Equal Opportunity & Respectful Workplace:

Foster a workplace free from discrimination or harassment; decisions must be based on professionalism and merit. Maintain a safe, respectful, and inclusive environment for all.

Whistleblower & Grievance Mechanism:

Provide secure channels for reporting unethical conduct, violations, or fraud—ensuring protection against retaliation.

Implementation & Oversight:

Senior Management and the Board shall oversee the Code's application and periodic review.

Annual or semi-annual affirmations of compliance may be required, particularly by Directors and senior executives.

Aligning with National Voluntary Guidelines (NVGs):

This Code is aligned with the Nine NVGs issued by India's Ministry of Corporate Affairs to ensure holistic, responsible business conduct. Key principles include:

NVG Principle	Redwop Codified Commitment
Ethics, transparency & accountability (NVG-1)	Embedded in Integrity & Ethical Conduct
Safe & sustainable products (NVG-2)	Live by HSE and Responsible Care codes
Employee well-being (NVG-3)	Ensured through workplace safety and respect
Stakeholder respect (NVG-4)	Reflected in Fair Dealing and Respect
Human rights (NVG-5)	Upheld via Equal Opportunity policy
Environmental stewardship (NVG-6)	Addressed through environmental management
Responsible policy influence (NVG-7)	Maintained via legal compliance
Inclusive growth (NVG-8)	Supported by innovation and fair practices
Customer value (NVG-9)	Delivered via quality, reliability, and innovation

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