

	BHARAT BALANCING WEIGHTSS & CO			ANNEXURE	
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	MD	BBW/ANX/62	01	10/4/2023	00

BHARAT BALANCING WEIGHTSS & CO

Coimbatore

TRADE POLICY

BBW practices Fair Trade and Mutual Growth in its system. The company is committed to maintaining the highest ethical standards in business, ensuring that all transactions are conducted with integrity, transparency, and in compliance with applicable laws and regulations.

CEO's Commitment to Fair Trading

Our CEO is firmly committed to upholding fair trading practices across all business functions. BBW promotes mutual growth by fostering trust-based relationships with employees, suppliers, and stakeholders. We comply with all applicable laws and regulations governing fair trade, competition, and anti-corruption.

Applicable Laws and Sanctions for Violations

BBW adheres to Indian and international trade laws, anti-corruption statutes, and competition regulations. Violations of these rules are subject to internal disciplinary action, up to and including termination of employment or contracts, and may also result in legal prosecution under relevant statutes.

Anti-Competition and Unfair Trading

BBW strictly prohibits any actions aimed at limiting, restricting, or eliminating competition in the market to gain an unfair advantage. Examples include collusion, dumping, bid-rigging, or abuse of market dominance. Such practices are deemed violations of fair trade principles and will result in strict penalties.

Internal Policy on Fair Trading

BBW has established clear internal policies to ensure fair competition and ethical trade practices. These include guidelines on responsible procurement, prohibition of child or forced labor, gender equity, workplace non-discrimination, freedom of association, anti-bribery, anti-money laundering, and sustainable procurement practices.

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Third-Party Anti-Bribery Program

BBW has implemented stringent due diligence processes for third parties, including suppliers, vendors, agents, brokers, distributors, contractors, and consultants. This involves background checks, compliance verification, and contract clauses mandating adherence to anti-bribery and fair trade policies.

Approval Process for Sensitive Transactions

BBW has defined internal approval protocols for sensitive transactions such as hospitality, entertainment, gift-giving, and high-value procurement. All such transactions must be documented and approved by senior management in compliance with internal ethical standards.

Guidelines on Fair Trading

BBW has distributed detailed fair trading guidelines to employees through training programs, awareness sessions, and the company intranet. These guidelines include:

- Compliance with laws and ethical standards
- Prohibition of anti-competitive behavior
- Whistleblowing and reporting mechanisms for violations
- Internal disciplinary actions for misconduct.

Supporting Documents and Compliance Evidence

- Anti-corruption and anti-competition risk assessments
- Training outcome reports, training logs, and awareness session records
- Audit records and fair competition training logs
- Approval records for sensitive transactions
- Outcomes of third-party anti-bribery due diligence
- Internal ethics policies, ethics charters, and fair trade guidelines
- Public disclosure of fair trade policy and guidelines via company website (www.bharatweights.com) and intranet

Contact for Inquiries

For any inquiries regarding fair trade practices, employees or external stakeholders may contact:

Compliance Officer: Mrs. Arthi
Email: arthigans12@gmail.com
Phone/WhatsApp: +91 98415 96657

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BBW gives utmost focus on compliance management and will continue to enforce fair trading practices to maintain ethical business operations

10/4/2023



Managing Director