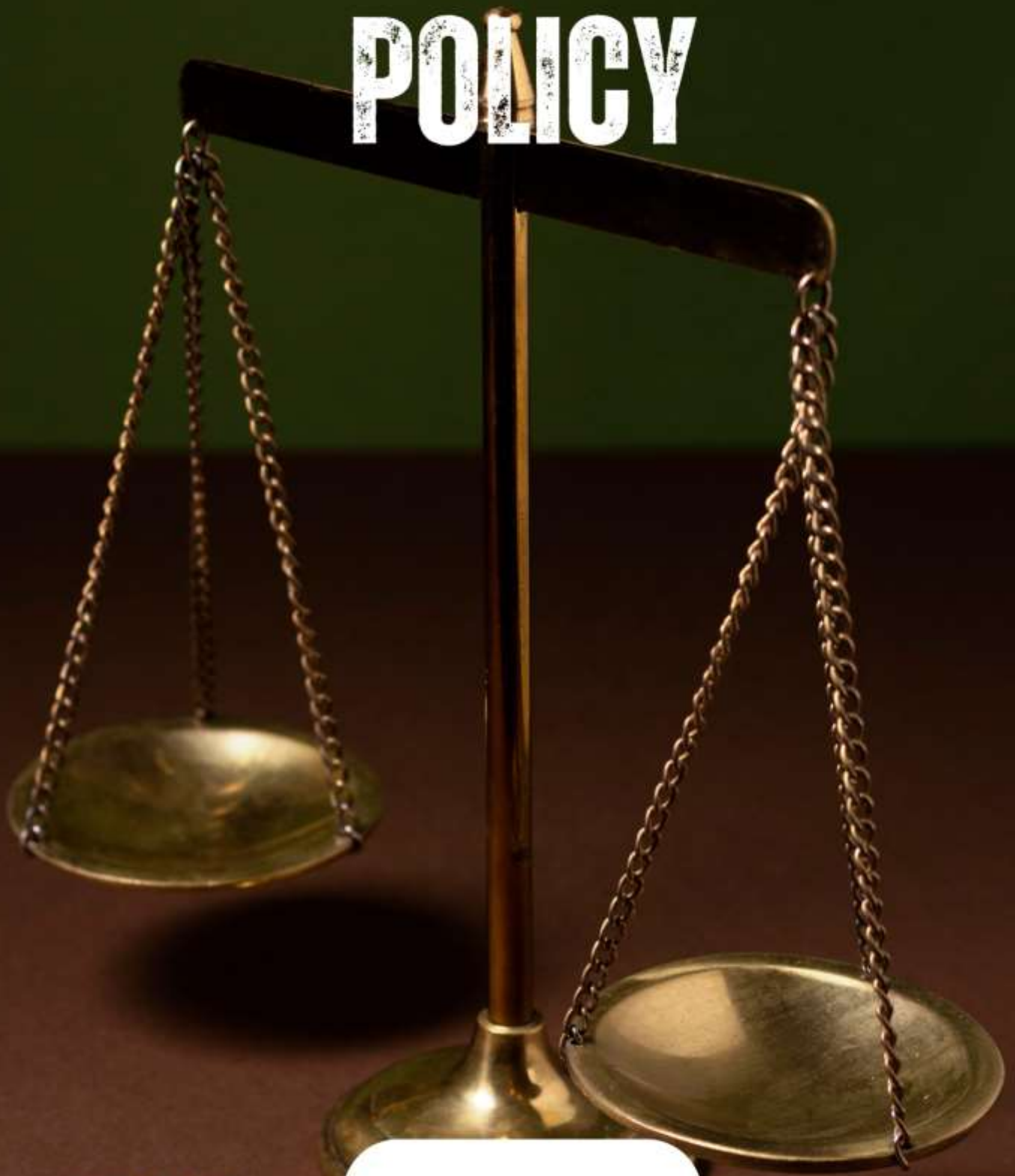


ETHICAL COMPLIANCE

POLICY



01/04/2023
EFFECTIVE DATE

03
REVISION NO.



TABLE OF CONTENTS

INTRODUCTION.....	3
SCOPE:.....	3
POLICY STATEMENT	3
DUE DILIGENCE.....	4
CORE GOVERNANCE PRINCIPLES:.....	6
GOALS & COMMITMENTS (Baseline Year: 2022)	6
Examples & Guidance.....	9
CONSEQUENCES OF VIOLATIONS OF GOVERNANCE POLICIES	11
RESPONSIBILITY.....	15
SDG ALIGNMANT.....	17
REVIEW MACHENISM:.....	18
REVISION HOSTORY.....	18
EMPLOYEE ACKNOWLEDGMENT FORM FOR MERIDIAN INTERNATIONAL.....	19
EMPLOYEE ACKNOWLEDGMENT FORM FOR TULIP CREATION	20
EMPLOYEE ACKNOWLEDGMENT FORM FOR TULIP IMPEX	21

INTRODUCTION

At Meridian Global Ventures Pvt Ltd Group, we are committed to upholding the highest standards of governance to ensure transparency, accountability, and integrity across our operations. Our governance policies include Intellectual Property Management, Corruption Policy, Conflict of Interest Policy, Fraud Policy, Money Laundering Policy, Anti-Competitive Policy, and Information Security Policy. By adhering to these policies, Meridian Global Ventures Pvt Ltd Group demonstrates its unwavering dedication to ethical conduct, regulatory compliance, and responsible corporate citizenship.

SCOPE:

This policy applies to all sites under Meridian Global Ventures Pvt Ltd Group purview, encompassing employees, workers, subcontractors, and all other stakeholders:

Sr. N o.	Site	Address
1	TULIP CREATION	D.No.3/10 C ATHUPALAYAM ROAD, 11 CHETTIPALAYAM VILLAGE, POONDI, TIRUPUR-641 652
2	TULIP IMPEX	D.NO 369/2B,1 ST Floor, KS THOTTAM, MAHAVISHNU NAGAR ANGERIPALAYAM ROAD, TIRUPUR-641 603
3	MERIDIAN INTERNATIONAL	SF NO 365, KG NAGAR, PITCHAMPALYAM PUDUR, TIRUPUR-641 603.

POLICY STATEMENT

Meridian Global Ventures Pvt Ltd Group is steadfast in upholding the highest standards of corporate governance by integrating ethical principles and robust oversight into our business practices. Our commitment includes maintaining transparency, accountability, and integrity across all operations. This encompasses enforcing a strong whistleblower protection policy, ensuring fair and equitable remuneration, combating corruption, antitrust, and anticompetitive practices, implementing antifraud measures, preventing money laundering, managing conflicts of interest, safeguarding data

privacy, and protecting intellectual property. Through these efforts, we aim to foster a culture of trust and compliance, contributing to sustainable and responsible growth.

DUE DILIGENCE

At Meridian Global Ventures Pvt Ltd Group, our due diligence process for governance policies is designed to uphold the highest standards of integrity, transparency, and accountability across all our operations. This process incorporates essential components and procedures that apply to all our governance policies, including Intellectual Property Management, Corruption, Conflict of Interest, Fraud, Money Laundering, Anti-Competitive Practices, and Information Security.

Key Components:

1. Governance Framework Development:

- Develop and implement a robust governance framework that outlines the structure, roles, and responsibilities for managing governance policies.
- Ensure that the framework is aligned with best practices and regulatory requirements.

2. Compliance Monitoring and Enforcement:

- Establish systems to continuously monitor compliance with governance policies.
- Implement enforcement mechanisms to address non-compliance and ensure adherence to standards.

3. Internal Controls and Audits:

- Design and maintain internal controls to safeguard against risks such as fraud, corruption, and data breaches.
- Conduct regular internal and external audits to evaluate the effectiveness of governance policies and identify areas for improvement.

4. Risk Management and Mitigation:

- Perform regular risk assessments to identify potential governance risks.
- Develop and implement risk mitigation strategies to address identified risks and prevent governance failures.

5. Stakeholder Engagement and Reporting:

- Engage with key stakeholders, including shareholders, employees, and regulatory bodies, to communicate governance policies and practices.
- Provide transparent and regular reporting on governance performance and policy adherence.

6. Training and Awareness Programs:

- Conduct comprehensive training programs for employees and management on governance policies and ethical practices.
- Raise awareness about the importance of governance and the role of individuals in maintaining high standards.

7. Continuous Improvement and Policy Review:

- Regularly review and update governance policies to reflect changes in regulations, industry standards, and organizational needs.
- Foster a culture of continuous improvement by integrating feedback and lessons learned into policy updates.

Application of Due Diligence in Governance Policies: The due diligence process is applied across all our governance policies, including:

- Whistle-blower
- Remuneration
- Anticorruption
- Antitrust & Anticompetitive Practices
- Antifraud Measures
- Anti-Money Laundering
- Conflict of Interest
- Data Privacy
- Intellectual Property Management

By embedding due diligence into our governance framework, Meridian Global Ventures Pvt Ltd Group ensures that our policies are not only compliant but also effective in fostering a transparent, accountable, and ethical business environment.

This proactive approach to governance is fundamental to our long-term success and sustainability, reinforcing our commitment to responsible corporate citizenship.

CORE GOVERNANCE PRINCIPLES:

1. **Integrity & Ethics:** Anticorruption, Antitrust, and Antifraud Measures
2. **Transparent Compensation:** Remuneration and Whistle-blower Protection
3. **Conflict-Free Operations:** Conflict of Interest and Anti-Money Laundering
4. **Privacy & Security:** Data Privacy and Intellectual Property Management
5. **Fair Competition:** Anticompetitive Practices Prevention

GOALS & COMMITMENTS (Baseline Year: 2022)

Whistle-blower

- Set up secure and confidential reporting channels for whistle-blowers to report concerns without fear of exposure or retaliation.
- Develop and communicate clear procedures for reporting and handling whistle-blower complaints, including the steps for investigation and resolution.
- Conduct annual training on whistle-blower protection for 100% of employees and management, with 90% participation by Year 2030.
- Implement support services for 100% of whistle-blowers, including counselling and legal assistance, with availability and usage reported annually starting Year 2030 compared to baseline Year 2022.

Remuneration:

- Regularly benchmark remuneration against industry standards to ensure competitive and attractive compensation packages.
- Clearly define and communicate the structure of salaries, bonuses, and other benefits, including how they are determined and adjusted.
- Regularly review and adjust pay practices to address and eliminate any pay disparities based on gender, age, or other factors.
- Link 30% of total compensation to performance metrics and achievements for eligible employees by Year 2030.

- Ensure 100% of employees understand the remuneration structure through annual briefings and accessible policy documents by Year 2030 compared to Year 2022.

Anti-Corruption:

- Establish a strong ethical culture led by top management.
- Achieve 100% employee completion of annual anti-corruption training by Year 2030.
- Conduct corruption risk assessments for 100% of business operations and key suppliers by Year 2030, with annual reviews thereafter.
- Implement an anonymous whistleblowing system accessible to 100% of employees and key stakeholders by Year 2030.
- Ensure 100% of high-risk third-party relationships undergo enhanced due diligence by Year 2030.
- Achieve 100% compliance with anti-corruption laws and regulations across all operations by Year 2030 Compared to baseline Year 2022.

Antitrust & Anticompetitive Practices:

- Foster a culture of fair competition and ethical business practices throughout the organization.
- Establish clear guidelines for interactions with competitors and industry associations.
- Develop mechanisms for reporting potential antitrust violations.
- Achieve 100% employee completion of annual antitrust training by Year 2030, with advanced training for high-risk positions.
- Ensure 100% of employees in sales, marketing, and procurement roles receive specialized antitrust training by Year 2030 compared to baseline Year 2022.

Antifraud Measures:

- Provide secure and confidential channels for employees and stakeholders to report suspected fraud or suspicious activities.
- Develop clear procedures for investigating and responding to fraud incidents, ensuring prompt and thorough investigations.

- Conduct bi-annual fraud risk assessments and address identified vulnerabilities within 3 months of assessment completion, starting Year 2030.
- Establish at least 3 secure reporting channels (e.g., hotline, email, anonymous submission) by Year 2030, with 100% accessibility across all operational sites.
- Complete investigations into fraud allegations within 60 days of reporting, with 95% of cases resolved by Year 2030, compared to baseline Year 2022.

Anti-Money Laundering:

- Apply a risk-based approach to AML by assessing and addressing the risk levels associated with different transactions, clients, and business relationships.
- Establish and enforce procedures for conducting thorough customer due diligence (CDD), including Know Your Customer (KYC) practices.
- Develop and maintain strong internal controls and conduct regular audits to ensure compliance with AML policies and procedures.
- Provide annual AML training to 100% of employees, with 90% participation and certification completion by Year 2030, compared to baseline Year 2022.
- Report 100% of suspicious activities to relevant authorities within 48 hours of detection, with regular follow-ups on the status of reports by Year 2030.

Conflict of Interest:

- Define and communicate clear procedures for employees and stakeholders to disclose any potential conflicts of interest.
- Implement procedures to ensure that decisions, particularly those involving potential conflicts of interest, are made transparently and fairly.
- Ensure 100% disclosure of potential conflicts of interest for all new hires and existing employees annually, with disclosures updated within 30 days of any change by Year 2030.
- Provide annual COI training to 100% of employees and management, achieving 90% participation by Year 2030.
- Conduct quarterly reviews of potential conflicts of interest in high-risk areas, by Year 2030 compared to Year 2022.

Data Privacy:

- Develop and communicate clear procedures for collecting, processing, storing, and disposing of personal data in compliance with relevant privacy laws and regulations.
- Implement strict access controls to ensure that only authorized personnel can access personal data, with access granted based on necessity and role.
- Perform regular Data Protection Impact Assessments (DPIAs) to identify and address privacy risks associated with new projects, systems, or data processing activities.
- Maintain 100% of relevant departments have the data privacy regulation implemented and accessible by Year 2027.
- Provide annual data privacy training to 100% of employees, with 90% completion rate and certification by Year 2030.

Examples & Guidance

1. Whistle-blower

Example: A company sets up a confidential reporting channel (email + hotline) where employees can safely report unethical behavior without fear of retaliation.

Guidance: Ensure anonymity, provide multiple reporting channels, and communicate clearly that whistle-blowers are protected and appreciated.

2. Remuneration

Example: A company ensures fair wages by following local minimum wage laws and providing equal pay for equal work, regularly benchmarking salaries with industry standards.

Guidance: Maintain transparent pay structures, conduct periodic wage reviews, and include non-discrimination principles in remuneration policies.

3. Anti-Corruption

Example: Before awarding supplier contracts, the procurement team completes a due diligence checklist to ensure no bribes or kickbacks are involved.

Guidance: Implement a strict “no gifts or bribes” policy, train employees on anti-corruption, and require vendors to sign compliance declarations.

4. Antitrust & Anticompetitive Practices

Example: During industry association meetings, company representatives avoid discussing pricing, markets, or supply strategies with competitors.

Guidance: Provide training on competition laws, review marketing and sales strategies for compliance, and seek legal advice before joint ventures.

5. Antifraud Measures

Example: The finance team uses a two-level approval process for large payments, preventing fraudulent transactions.

Guidance: Establish segregation of duties, regular audits, and whistleblower mechanisms to detect and prevent fraud.

6. Anti-Money Laundering

Example: A company screens new clients against international sanctions lists before entering into contracts.

Guidance: Maintain proper KYC (Know Your Customer) documentation, monitor unusual transactions, and train employees on AML red flags.

7. Conflict of Interest

Example: An employee discloses that their family member works for a supplier being considered for a new contract, and steps aside from the decision-making process.

Guidance: Require employees to declare potential conflicts, create a disclosure form, and provide training on recognizing conflicts of interest.

8. Data Privacy

Example: A company only collects essential customer data, stores it securely, and obtains consent before use.

Guidance: Follow data protection laws, restrict access to sensitive data, and update IT security measures regularly.

CONSEQUENCES OF VIOLATIONS OF GOVERNANCE POLICIES

Meridian Global Ventures Pvt Ltd Group is committed to maintaining the highest standards of governance and compliance to uphold integrity and transparency in all our operations. Violations of governance policies are treated with utmost seriousness and will result in the following consequences:

1. Disciplinary Actions

- **Verbal and Written Warnings:** Individuals or departments found violating governance policies will receive formal warnings, documenting the violation and the required corrective actions.
- **Probation:** Repeated or severe violations may result in the responsible individuals or departments being placed on probation, during which their activities will be closely monitored.

2. Fines and Penalties

- **Internal Fines:** Financial penalties may be imposed on departments or individuals responsible for violations to cover the costs of remediation and reinforce the importance of compliance.
- **External Fines:** Violations leading to legal consequences may result in fines imposed by regulatory authorities, and the responsible parties may be held accountable for these costs.

3. Remediation and Corrective Actions

- **Mandatory Training:** Individuals or departments involved in violations will be required to undergo additional training on governance policies and best practices.
- **Corrective Measures:** Immediate actions must be taken to rectify the violation, including implementing new controls, procedures, or technologies to prevent recurrence.

4. Performance Reviews and Impact on Career Progression

- **Impact on Evaluations:** Violations of governance policies will negatively affect performance evaluations, potentially impacting bonuses, promotions, and career advancement opportunities.
- **Restricted Responsibilities:** Individuals responsible for repeated violations may have their roles and responsibilities reassessed and potentially limited to prevent further breaches.

5. Legal and Regulatory Consequences

- **Legal Action:** Severe violations may result in legal action being taken against the responsible parties, including potential civil or criminal charges.
- **Regulatory Compliance:** Non-compliance with governance laws and regulations will be reported to relevant authorities, and the company will cooperate fully with any investigations.

6. Reputational Damage

- **Public Disclosure:** Significant violations may be publicly disclosed, impacting the company's reputation and stakeholder trust. This could result in loss of business, partnerships, and investor confidence.
- **Media Coverage:** Negative media coverage stemming from governance policy violations can damage the company's brand and public image, leading to long-term reputational harm.

7. Financial and Operational Impact

- **Increased Scrutiny:** The Company may face increased scrutiny from investors, regulators, and the public, affecting operational efficiency and financial performance.
- **Operational Adjustments:** Required adjustments to operations or practices to address governance failures may result in operational disruptions and increased costs.

8. Enhanced Monitoring and Reporting

- **Increased Oversight:** Enhanced monitoring and reporting requirements will be imposed to ensure ongoing compliance and to demonstrate a commitment to governance and ethical conduct.

- **Audit and Review:** Frequent audits and reviews may be conducted to ensure that corrective measures are effectively implemented and that compliance is maintained.

By enforcing these consequences, Meridian Global Ventures Pvt Ltd Group aims to uphold the highest standards of governance, ensuring integrity, transparency, and accountability in all aspects of our operations. This approach not only mitigates risks but also reinforces the company's dedication to ethical conduct and regulatory compliance.

REPORTING MACHENISM

Meridian Global Ventures Pvt Ltd Group's reporting mechanism for the implementation of governance policies ensures adherence to regulatory standards, transparency, and effective oversight. The following steps outline the process:

1. Regular Monitoring and Data Collection

- **Responsibility:** Governance and Compliance Manager, Chief Sustainability Officer
- **Actions:** Continuously monitor and collect data related to key governance metrics such as compliance with anti-corruption laws, conflict of interest disclosures, and adherence to data privacy standards. Use compliance management systems and regular audits to gather accurate data.

2. Internal Reporting

- **Responsibility:** Governance and Compliance Manager
- **Actions:** Prepare detailed internal reports on the implementation and performance of governance policies. These reports should include data analysis, progress towards targets, and any issues encountered. Reports should be generated quarterly and annually.

3. Review and Analysis

- **Responsibility:** Chief Sustainability Officer, Governance and Compliance Manager

- **Actions:** Conduct regular reviews of internal reports to assess the effectiveness of governance policies. Analyse data trends, identify areas of improvement, and determine if corrective actions are needed. Review meetings should be held quarterly.

4. Management and ESG Committee Oversight

- **Responsibility:** ESG Committee, Chairperson
- **Actions:** Present internal reports to the ESG Committee during scheduled meetings. Discuss progress, challenges, and required actions. Ensure that the ESG Committee provides guidance and approves any necessary adjustments to policies or practices.

5. External Reporting

- **Responsibility:** Communications Manager, Finance Manager
- **Actions:** Prepare and publish annual governance reports or sustainability reports for external stakeholders, including investors, regulatory bodies, and the public. Include information on policy implementation, performance metrics, and achievements. Ensure compliance with relevant reporting standards and regulations.

6. Stakeholder Feedback

- **Responsibility:** Communications Manager
- **Actions:** Collect feedback from stakeholders, including investors, regulatory bodies, and employees, regarding the company's governance performance. Use surveys, interviews, and direct feedback mechanisms to gather insights and address concerns.

7. Corrective Actions and Improvement Plans

- **Responsibility:** Governance and Compliance Manager, Chief Sustainability Officer
- **Actions:** Based on the analysis of internal and external reports, develop and implement corrective action plans to address any identified issues or non-compliances. Track the progress of these actions and make necessary adjustments to policies and practices.

8. Documentation and Record-Keeping

- **Responsibility:** Governance and Compliance Manager
- **Actions:** Maintain thorough documentation of all monitoring activities, reports, reviews, and corrective actions. Ensure that records are up-to-date, secure, and accessible for audits and regulatory reviews.

9. Annual Governance Review

- **Responsibility:** Chief Sustainability Officer, ESG Committee
- **Actions:** Conduct an annual review of governance policies and performance. Evaluate the effectiveness of the reporting mechanism, make recommendations for improvements, and set new targets for the coming year.

By following this reporting mechanism, Meridian Global Ventures Pvt Ltd Group ensures that governance policies are effectively implemented, performance is transparently reported, and continuous improvement is achieved in our governance practices. This approach reinforces the company's commitment to ethical conduct, regulatory compliance, and transparency.

RESPONSIBILITY

➤ Whistle-blower Protection Policy

- **Responsibility:** Governance and Compliance Manager, Chief Sustainability Officer, Human Resources Manager
- Develop and implement a comprehensive whistle-blower protection policy, ensure confidentiality and protection for whistle-blowers, and manage the investigation and resolution of reported concerns.

➤ Remuneration Policy

- **Responsibility:** Chief Sustainability Officer, Finance Manager, Human Resources Manager
- Oversee and implement fair and equitable remuneration practices, ensure compliance with compensation regulations, and review compensation structures to align with industry standards and organizational goals.

➤ Anti-Corruption Policy

- **Responsibility:** Governance and Compliance Manager, Chief Sustainability Officer, Finance Manager
- Develop and enforce anti-corruption policies, conduct regular audits to prevent and detect corruption, and ensure compliance with anti-corruption regulations and best practices.
- **Antitrust & Anticompetitive Practices Policy**
 - **Responsibility:** Governance and Compliance Manager, Chief Sustainability Officer
 - Ensure compliance with antitrust and anticompetitive practices regulations, develop policies to prevent anticompetitive behavior, and conduct training to promote adherence to fair competition laws.
- **Antifraud Measures Policy**
 - **Responsibility:** Governance and Compliance Manager, Finance Manager
 - Implement antifraud measures, including monitoring and auditing practices to detect and prevent fraud, and ensure that antifraud policies are effectively communicated and enforced.
- **Anti-Money Laundering Policy**
 - **Responsibility:** Governance and Compliance Manager, Finance Manager
 - Develop and enforce anti-money laundering (AML) policies, ensure compliance with AML regulations, and conduct regular training and audits to prevent money laundering activities.
- **Conflict of Interest Policy**
 - **Responsibility:** Governance and Compliance Manager, Chief Sustainability Officer, Human Resources Manager
 - Develop and manage policies to identify and mitigate conflicts of interest, ensure disclosure and resolution of potential conflicts, and provide guidance on ethical decision making.
- **Data Privacy Policy**
 - **Responsibility:** Governance and Compliance Manager, Chief Sustainability Officer, IT Manager (if applicable)

- Develop and implement data privacy policies to protect personal and sensitive information, ensure compliance with data protection regulations, and manage data security measures.

➤ **Intellectual Property Management Policy**

- **Responsibility:** Governance and Compliance Manager, Chief Sustainability Officer, Legal Advisor (if applicable)
- Oversee and manage intellectual property (IP) rights, ensure protection of IP assets, and enforce policies related to the use, licensing, and safeguarding of intellectual property.

SDG ALIGNMENT

At Meridian Global Ventures Pvt Ltd Group, we are committed to aligning our governance policies with the United Nations Sustainable Development Goals (SDGs). These goals offer a comprehensive framework to address global governance challenges and promote ethical business practices. By integrating the SDGs into our governance strategies, we aim to enhance transparency, accountability, and integrity across our operations. This alignment underscores our dedication to strong governance, regulatory compliance, and responsible corporate conduct.

8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



REVIEW MACHENISM:




The Governance Policy Review Mechanism is overseen by the Chief Compliance Officer and conducted once every two years. The Chief Compliance Officer collects and analyses data on governance practices, policy compliance, and ethical conduct. A detailed internal report is prepared, and the findings are thoroughly evaluated to assess policy effectiveness and identify areas for improvement. Based on the review's outcomes and recommendations, the Chief Compliance Officer develops and implements corrective action plans, ensuring progress is tracked and documented. This rigorous review mechanism guarantees that our governance policies remain aligned with the SDGs and reinforces our commitment to sustainable development.

REVISION HOSTORY

Effective Date: 01/04/2022

Next Review Date: 01/04/2026

Last Review Date: 01/04/2025

Revision	Date	Reviewed by	Review outcome	Approved by
01	01-04-2022	HR Manager	Initial release	
02	01-04-2024	HR Manager	Add Reporting Mechanism	
03	01-04-2025	HR Manager	Add Employee Acknowledgment Form and Updates Targets	



EMPLOYEE ACKNOWLEDGMENT FORM FOR MERIDIAN INTERNATIONAL

I acknowledge that I have received, read, and understood the Meridian Global Ventures Pvt Ltd (Meridian International Site) Ethical Compliance Policy.

I recognize the company's commitment to maintaining the highest standards of ethics, integrity, and transparency in all business operations, including compliance with applicable laws, regulations, and internal codes of conduct.

I understand my responsibility in supporting this policy by conducting myself with honesty and fairness, avoiding conflicts of interest, respecting confidentiality, and ensuring that all professional actions reflect the company's ethical values. This includes rejecting all forms of bribery, corruption, fraud, or unethical practices, and promoting a culture of accountability and trust.

I also commit to reporting any unethical behaviour or compliance concerns through the appropriate channels and to actively contribute toward fostering an ethical and responsible workplace environment.

By signing below, I confirm my commitment to upholding the Ethical Compliance Policy and supporting the company's ongoing efforts to ensure integrity in every aspect of its business.

Employee Name: MUTHUKANNAN V

Department: SEWING

Site: Meridian International Site

Employee Signature:

A handwritten signature in blue ink, appearing to read "Muthukannan V", with a checkmark above it.

Date: 02/04/2025

For MERIDIAN GLOBAL VENTURES PVT LTD

General Manager Purchase & Admin

EMPLOYEE ACKNOWLEDGMENT FORM FOR TULIP CREATION

I acknowledge that I have received, read, and understood the Meridian Global Ventures Pvt Ltd (Tulip Creation Site) Ethical Compliance Policy.

I recognize the company's commitment to maintaining the highest standards of ethics, integrity, and transparency in all business operations, including compliance with applicable laws, regulations, and internal codes of conduct.

I understand my responsibility in supporting this policy by conducting myself with honesty and fairness, avoiding conflicts of interest, respecting confidentiality, and ensuring that all professional actions reflect the company's ethical values. This includes rejecting all forms of bribery, corruption, fraud, or unethical practices, and promoting a culture of accountability and trust.

I also commit to reporting any unethical behaviour or compliance concerns through the appropriate channels and to actively contribute toward fostering an ethical and responsible workplace environment.

By signing below, I confirm my commitment to upholding the Ethical Compliance Policy and supporting the company's ongoing efforts to ensure integrity in every aspect of its business.

Employee Name: NATARAJ G

Department: SEWING

Site: Tulip Creation Site

Employee Signatu 

Date: 03/04/2025

For MERIDIAN GLOBAL VENTURES PVT LTD

General Manager Purchase & Admin

EMPLOYEE ACKNOWLEDGMENT FORM FOR TULIP IMPEX

I acknowledge that I have received, read, and understood the Meridian Global Ventures Pvt Ltd (Tulip Impex Site) Ethical Compliance Policy.

I recognize the company's commitment to maintaining the highest standards of ethics, integrity, and transparency in all business operations, including compliance with applicable laws, regulations, and internal codes of conduct.

I understand my responsibility in supporting this policy by conducting myself with honesty and fairness, avoiding conflicts of interest, respecting confidentiality, and ensuring that all professional actions reflect the company's ethical values. This includes rejecting all forms of bribery, corruption, fraud, or unethical practices, and promoting a culture of accountability and trust.

I also commit to reporting any unethical behaviour or compliance concerns through the appropriate channels and to actively contribute toward fostering an ethical and responsible workplace environment.

By signing below, I confirm my commitment to upholding the Ethical Compliance Policy and supporting the company's ongoing efforts to ensure integrity in every aspect of its business.

Employee Name: RAJIV GANDHI

Department: SEWING

Site: Tulip Impex Site

Employee Signature:

Date: 03/04/2025



For MERIDIAN GLOBAL VENTURES PVT LTD



General Manager Purchase & Admin