

ECO GUAR GROUP CODE OF CONDUCT





OUR PURPOSE

Eco Guar Group is dedicated to empowering healthier lives as a leading-edge supplier of natural Guar products with a focus on sustainability and ethical community fair trade

**What
Drives Us**

**Our
Values**



OUR PURPOSE

Deliver Added Value:

- Highest quality
- True sustainability & traceability for safety
- Ethical sourcing
- All with no upcharge or premium to pricing

**What
Drives Us**

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WHAT DRIVES US

We believe...

- **A more sustainable future is our responsibility**
- **Healthy choices are empowering**
- **Doing Good in business is good for all**

We are united by our passion, ambition, grit and dedication to deliver the highest quality product with added value for our customers while fueling our positive impact



OUR VALUES



-  **Integrity and Accountability**
-  **Quality and Excellence**
-  **Social Responsibility**
-  **Consumer Perspective**
-  **Collaboration**



OUR CODE OF CONDUCT

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Social
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Our
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INTRODUCTION

● A Note from our Chief Executive Officer



At Eco Guar Group, we believe doing Good in business is good for all. This concept is foundational and a part of our Business Purpose as defined in our legal governing documents, to create a material positive impact on society and the environment thus achieving profit with purpose.

This Code of Conduct embodies our commitment to conduct our business with Social Responsibility, Integrity, and Respect for our workforce. Please read it carefully to understand what is required of us in our business operations.

— Kat Peeler, CEO



INTRODUCTION

● **Our Code of Conduct**

Eco Guar Group is committed to conducting business with integrity and excellence. Our Code of Conduct encompasses our purpose and our values, exemplifying the behavior we expect at Eco Guar Group. All employees and independent contractors of Eco Guar Group must comply with the Code of Conduct. Likewise, our business partners are expected to adhere to equivalent principles. All employees are expected to be familiar with the Code of Conduct and abide by it while employed at Eco Guar Group and will be held accountable for non-compliance. Failure to comply with the Code of Conduct may result in disciplinary action including termination of employment.

If you have questions or concerns about the Code of Conduct, please contact your manager. If you want to report a suspected violation of the Code of Conduct, you may contact **CodeCompliance@EcoGuarGroup.com**. All reports will be appropriately investigated and there will be no retaliation against anyone who reports a legitimate concern.



OUR SOCIAL RESPONSIBILITY

● **Sustainability**

We believe building a more sustainable future is our responsibility. We promote healthy ecosystems and prioritize continual efforts to lessen our environment footprint through our business practices. Our select manufacturing is a leader in green technology and manufacturing innovation in our industry in India, which helps make life healthier and safer in their local communities. And we monitor and report our environmental impact, always striving to contribute to the sustainability goals of our business partners.

● **Ethical Community Fair Trade**

We prioritize ethical sourcing and trustworthy, transparent business operations, and we help promote economic sustainability with leading edge practices and the highest standards for fair labor practices, wages and benefits. We and our suppliers are in strict compliance with the Foreign Corrupt Practices Act and employment laws. And we believe in community empowerment and strive to enrich communities where we work and live.



OUR WORKPLACE & WORKFORCE

● **Diversity, Equity and Inclusion**

We value and embrace the diversity of our workforce, respecting each person's individuality and treating everyone with dignity and fairness. We strive to create a safe work environment and provide equal opportunity for all. Discrimination is prohibited based on race, color, age, religion, national origin, marital status, pregnancy status, gender, gender identity, sexual orientation, mental or physical disability, medical condition, citizenship, political views or any other characteristics protected by law.

● **Safe and Healthy Workplace**

We have a zero-tolerance policy for any form of harassment, violence, bullying and discrimination. We are committed to providing a safe and healthy working environment where all employees are of appropriate age, paid fair wages and work reasonable hours in a safe workplace. We respect employee's rights of freedom of association and no employee shall be harassed or penalized for exercising their rights.



OUR WORKPLACE & WORKFORCE (cont.)

● **Company Resources and Assets**

We are responsible for protecting and using company property and resources appropriately and lawfully. Company physical assets and communication systems should not be misused or damaged. We must protect business assets, intellectual property and the interest of the company by not exploiting non-public information.

● **Confidentiality and Privacy**

We are committed to protect the privacy of employee information and safeguard company confidential information. This includes abiding by applicable privacy laws that preserve confidentiality of personal data and protection of the right to privacy. Disclosure of any confidential information is prohibited without approval or consent.

● **Conflict of Interest**

We must avoid business interests or actions that conflict and compete with the business interests of Eco Guar Group. The scope of the conflict may arise from personal, financial, or non-financial interests that impact the ability to perform job responsibilities with integrity, objectively and in the best interest of Eco Guar Group. An employee must immediately disclose any actual or perceived conflict of interest to management.



OUR BUSINESS INTEGRITY

● **Financial Integrity**

We must maintain accurate and complete financial records and guard against fraud. We must follow the internal controls and procedures to ensure the integrity of our financial reporting and comply with US GAAP accounting. In order for our external reporting to be accurate, our internal reporting must be as well, in accordance with applicable laws.

● **Business Ethics**

We conduct our business with integrity, transparency and with the highest ethical standards. Social and governmental compliance should be adhered to at all times. We do not trade on inside information and money laundering is strictly prohibited. We condone and prohibit bribery and corruption and comply with the Foreign Corrupt Practices Act. We will fully disclose any actual or perceived conflict of interest to the affected business partner or supplier. We also have a zero tolerance against fraud and our actions and decisions should exemplify our reputation as a trusted business.



OUR BUSINESS INTEGRITY (cont.)

● **Competition**

We believe in the importance of free competition. Therefore, we must compete fairly and ethically and comply with all applicable anti-trust and fair competition laws in locations where we operate. We will not engage in anti-competitive activities with customers, business partners or competitors and not restrict another company's ability to fairly compete with us.

● **Collaboration**

We are dedicated to building and maintaining transparent and trustworthy relationships with our business partners. We uphold our agreed upon business commitments. And we comply with international trade laws and will not do business with any US trade sanction countries.

● **Business Partner and Customer Information**

We respect and are committed to protecting and respecting the non-public and confidential information including intellectual property of our business partners and customers. Confidential information will not be shared unless authorized, and we abide by the applicable privacy laws and regulations.



OUR BUSINESS INTEGRITY (cont.)

● **Gifts and Hospitality**

We shall not abuse gifts and hospitality through our business relationships. Our employees are required to ensure in good faith that gifts and entertainment are not excessive and follow the Eco Guar Group policy. Gifts and hospitality are for the sole purpose of building and maintaining good business relationships, not to influence any business decisions. Employees shall not accept or offer any form of monetary gifts for any reason and should avoid even the appearance of improper dealings.