HIGH TENSILE FASTNUTS (I) PVT. LTD.
PUNE

ETHICS POLICY

The policy of High Tensile Fastnuts (I) Pvt. Ltd. is to comply with all governmental laws, rules & regulations applicable to its business.
The company cares how results are obtained, not just that they are obtained. Partner, officers & employees should deal fairly with each other & with the company's suppliers, customers, competitors & other third parties.
The company expects compliance with its standard of integrity throughout the organization & will not tolerate employees who achieve results at the cost of violation of law or who deal unscrupulously. The company's partner & officers support, and expect the company employees to support, any employee who passes up an opportunity or advantage that would sacrifice ethical standards.
The company expects candor from employees at all level and adherence to its policies and internal controls. When employees conceal information from higher management or the auditors other employees tend to think they are being given a single that the company's policies & internal controls can be ignored when they are inconvenient. That can result in corruption & demoralization of an organization. The company's system of management will not work without honesty.
It is the company's policy to make full, fair, accurate, timely and understandable disclosure in reports & documents that the company files & in other public communications. All employees are responsible for reporting material information known to them to higher management so that the information will be available to senior executives responsible for making disclosure decisions.

Director sign :	Doc no. - QSM-C/6
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