

BUSINESS ETHICS POLICY

Compliance with Laws

- ✓ Mazda business, whether domestic or international, must be conducted in compliance with all applicable laws and regulations.
- ✓ **Mazda will undertake free, prior, informed consent (FPIC) and adhere to no land grabbing.**

Honesty and Integrity

- ✓ We must be honest and honorable in all dealings with other employees, the public, the business community, shareholders, customers, suppliers, competitors, and government authorities.
- ✓ Mazda values its partnerships with customers, suppliers and consumers. Treat these partners in the same manner we expect to be treated.
- ✓ We deal fairly with customers, suppliers and consumers, treating them honestly and with respect:

Confidentiality /privacy

- ✓ Safeguard the Mazda's information, related to
 - Employees
 - Inventions
 - Contracts
 - Strategic and business plans
 - Major management changes
 - New product launches
 - Technical specifications
 - Pricing
 - Proposals
 - Financial data
 - Product costs
 - Commercial and technical information received on a confidential basis from third parties such as suppliers, customers, and partners is also confidential information.
 - Limit access to the information to those who have a legitimate business purpose for seeing the information;

Bribery

- ✓ Bribery in any form is forbidden in the conduct of the business of the company.
- ✓ No company funds or assets are to be used, directly or indirectly, for any bribe, kickback or

- ✓ other unlawful payment
- ✓ Fees, commissions and expenses paid to agents should be based upon reasonable standards for the services rendered.

Gifts

- ✓ Do not accept a gift, or any other benefit from an individual or organization doing business with Mazda if that gift, entertainment or benefit could influence your decisions or, if it were made public, might appear to have influenced your business decision.
- ✓ Any gift, entertainment, or benefit you provide to a business associate must be modest in scope and value.

Employment Practices

- ✓ Our employment policies and procedures provide for equal opportunity and
- ✓ fairness in employment.
- ✓ We do not discriminate on the basis of race,
- ✓ colour, ancestry, place of origin, religious belief, physical or mental disability, age, gender, sexual orientation, marital status, family status or source of income,
- ✓ we take steps to comply with all applicable affirmative action legislation.
- ✓ We also endeavour to ensure that all employees are treated fairly in all aspects of the employment relationship, including performance appraisals, compensation, opportunities for advancement, and disciplinary matters.

Health and Safety

- ✓ Mazda values protection of the health and safety of all employees. We have adopted policies and procedures that meets or exceeds all applicable health and safety laws and regulations as well as prevailing industry standards. We strive to fully implement all safety policies and procedures.

Environment

- ✓ We endeavour to meet all regulatory and industry standards by implementing appropriate measures for the assessment of potential environmental effects.
- ✓ We will prevent potential environmental impact and respond to any incidents that might occur.
- ✓ We will reduce the natural resources consumption for sustainability

Customer relations

- ✓ We must treat clients and customers fairly and honestly.
- ✓ This means prohibiting employees from lying to potential clients or providing them with misleading information.
- ✓ Employees shouldn't hide the true price of a service, policy or product in an effort to trick customers into signing up.

Supplier relations

- ✓ Mazda makes every effort to deal fairly and impartially with all suppliers of goods and services, showing them the same courtesy and consideration
- ✓ we would expect them to show us. Our choice of a supplier will be made on the basis of price, quality, services offered and business considerations

No retaliation

- ✓ The company will not take any adverse action against any associate in retaliation for the
- ✓ proper and lawful reporting of improprieties.

Policy about Harassment

- ✓ Mazda is committed to a workplace free from unlawful discrimination, which includes sexual harassment and other forms of harassment because of one's race, color, religion, gender, region, age, disability, sexual orientation, or gender identity.

Amit Choksey

Chairman and Managing Director