

I. CODE OF ETHICS

Shine Trade Pvt. Ltd is committed to protect the working rights and safety of the people who work for us, while recognizing and respecting the cultural and legal differences found throughout the world.

A. POLICY WITH BUSINESS PARTNERS

- The Company adopts the policy of acting with integrity with our joint ventures, directors, owners, business partners and management.
- The Company adopts the policy of standard of business integrity by complying laws, regulations and ethical guidelines.
- The company adopts the policy of continuous and sound business operation and management.
- The company adopts the policy of avoiding negative impact on any specific group or potential partners hence contract / agreement is prepared between the companies.

B. POLICY WITH EMPLOYEES

- The Company devotes much attention to the employer's knowledge, safe work, development and loyalty.
- The Company adopts the strategy of having skilled manpower so it provides training to the employees for the proper behavior and management.
- The company adopts the policy to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.
- The company adopts the policy to ensure that working hours comply with national legislation and applicable international guidelines.
- The company adopts the policy of non-discrimination in employment practices and no forced or compulsory labor.

A circular stamp of Shine Trade Pvt. Ltd. is placed over a handwritten signature. The stamp contains the text "Shine Trade Pvt. Ltd." around the top and "Kathmandu, Nepal" around the bottom, with two small stars on either side. The signature is written in a cursive script.

Preeti Singh Kayestha
Director