

CONFLICT OF INTEREST POLICY

Purpose

A conflict of interest occurs when an employee's **personal interests interfere or appear to interfere with the interests of the company.**

Paras Valves Pvt. Ltd. expects all employees to perform their duties in a fair, objective, and impartial manner.

Examples of Conflict of Interest

Situations that may create conflicts of interest include:

- Having a financial interest in a supplier, competitor, or customer
- Hiring or supervising relatives without disclosure
- Accepting gifts or favours that influence decision-making
- Using company information for personal gain
- Engaging in outside employment that conflicts with company responsibilities

Disclosure Requirement

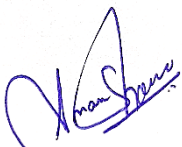
Employees must disclose any actual or potential conflict of interest to management or the Human Resources department.

Failure to disclose such conflicts may result in disciplinary action.

Management Responsibility

Management will review disclosed conflicts and determine appropriate actions such as:

- Restricting involvement in certain decisions
- Reassigning duties
- Implementing monitoring measures



Aman Sharma

Managing Director