



ETHICS POLICY

- ❖ To establish a culture of openness, trust and integrity in business practices.
- ❖ To protect employees, Principals, vendors and the company from illegal or damaging actions by individuals, either knowingly or unknowingly.
- ❖ To conduct all the activities with the highest standards of ethical conduct.
- ❖ The policy applies to employees, contractors, consultants and temporaries at Arya Offshore.
- ❖ Code of ethics requires Arya Offshore employees to:
 - Be honest and ethical in their conduct.
 - Comply with applicable government laws, rules and regulations.
 - Maintain the confidentiality of information entrusted to them.
 - Not accept any pecuniary advantages or any fees for any work done by him/her for any public body/private organization or individual.
 - No employee shall, either directly or indirectly, accept gifts either in cash or in kind whether in India or abroad.
 - Not to be associated with any suppliers of goods/materials/ services to the Company.
 - Provide constituents with information that is accurate, completely objective, relevant, timely and understandable.
 - Avoid any activity, investment or interest that might reflect unfavourably on the reputation of Arya Offshore.



Cdr. Sunil Dhulekar
CEO

Date: 01 April, 2015