

**CK** **vin**kimya **PRIVATE LIMITED™**  
**SOLUTION FOR ALL INDUSTRIAL CHEMICALS**



# Our Ethical Foundation

VinKimya (Private) Limited is founded on integrity, trust, transparency and accountability. We believe sustainable international partnerships rest on ethical credibility as much as commercial capability.

Ethics is not merely compliance — it is a strategic principle that guides every decision, transaction and relationship. Our corporate conduct reflects a long-term commitment to responsible business practices, lawful operations and enduring value creation.

# CEO Message

As the Founder and CEO of VinKimya (Private) Limited, I am honored to lead an organization grounded in integrity, innovation, and excellence. Since our inception, our vision has remained steadfast: to deliver exceptional products and services while creating enduring value for our clients, partners, and stakeholders.

At VinKimya, we measure success not only by growth, but by the trust we earn. Our commitment to quality, reliability, and customer satisfaction shapes every decision we make. In an ever-evolving business landscape, we remain agile continuously improving, innovating, and adapting to meet new challenges and opportunities.

Our greatest strength is our people. A dedicated team, strong partnerships, and a culture rooted in accountability and performance enable us to consistently uphold the highest standards of professionalism. We foster collaboration, transparency, and continuous development to ensure long-term excellence.

We operate in a dynamic and competitive environment that demands agility, discipline, and innovation. In response, we continuously strengthen our capabilities, enhance our processes, and invest in developing a culture that values professionalism, teamwork, and ethical conduct. Our organization is built not only on commercial ambition but also on governance principles that support long-term stability and responsible business practices.

I extend my sincere appreciation to our valued clients and partners for their ongoing trust and support. Together, we will continue shaping a future marked by excellence and achievement.

**Khurram Ramay**

**CEO.**

**VinKimya (Private) Limited**





# Integrity in All Dealings

## **Honesty**

We conduct business honestly and honourably. All representations made by the Company — financial, operational or contractual — are accurate, complete and truthful.

## **Reject Deception**

We reject deceptive practices, misstatements, hidden terms or unfair advantage in any form. Our reputation is a primary corporate asset and we protect it through principled action.

# Transparency and Accountability

We maintain transparent business processes supported by proper documentation, internal controls and governance oversight. Financial records, commercial agreements and trade documentation are kept with accuracy and clarity.

We accept full accountability for our corporate actions and decisions, ensuring traceability and clear lines of responsibility across our organization.



## **Documented Processes**

Clear procedures and records for key operations.



## **Control & Oversight**

Governance structures to monitor compliance and performance.

# Zero Tolerance for Corruption

Our Company enforces a strict zero-tolerance policy toward bribery, kickbacks, facilitation payments, undisclosed commissions, improper gifts or inducements, and influence through intermediaries.

We do not offer, solicit or accept anything of value intended to improperly influence business decisions. All third-party agents, brokers and representatives engaged by the Company are subject to due diligence and ethical alignment requirements.





# Compliance with International Laws and Regulations

We operate in full compliance with applicable national laws in our jurisdictions, international trade and customs regulations, anti-money laundering (AML) requirements, export control and sanctions frameworks, competition and anti-trust laws, and corporate governance standards. Appropriate screening of counterparties and procedures to prevent unlawful transactions are embedded in our commercial processes.

# **Fair Competition and Responsible Market Conduct**

We compete ethically and lawfully. The Company does not engage in anti competitive behaviour, price manipulation, market allocation or unfair trade practices.

Business negotiations are conducted in good faith and contracts are honored with professionalism and respect, reflecting our commitment to fair markets and long-term relationships.

# Human Rights and Workplace Standards

We respect internationally recognised human rights principles and uphold equal opportunity and non-discrimination. We strictly prohibit forced or child labour and promote safe, healthy working conditions.

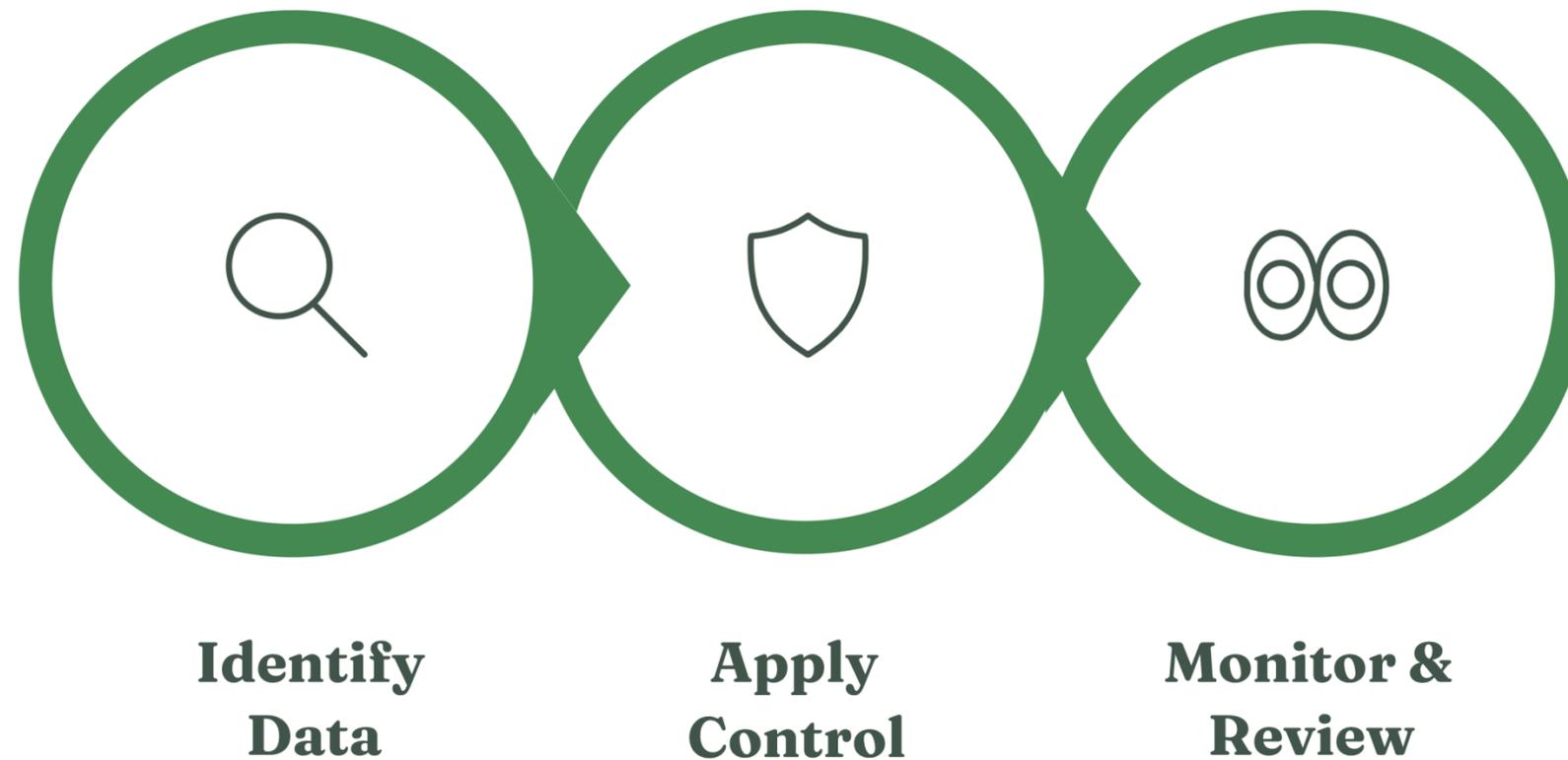
Treatment of people is central to our ethics: we insist on respectful and professional conduct across our workforce and supply chain.

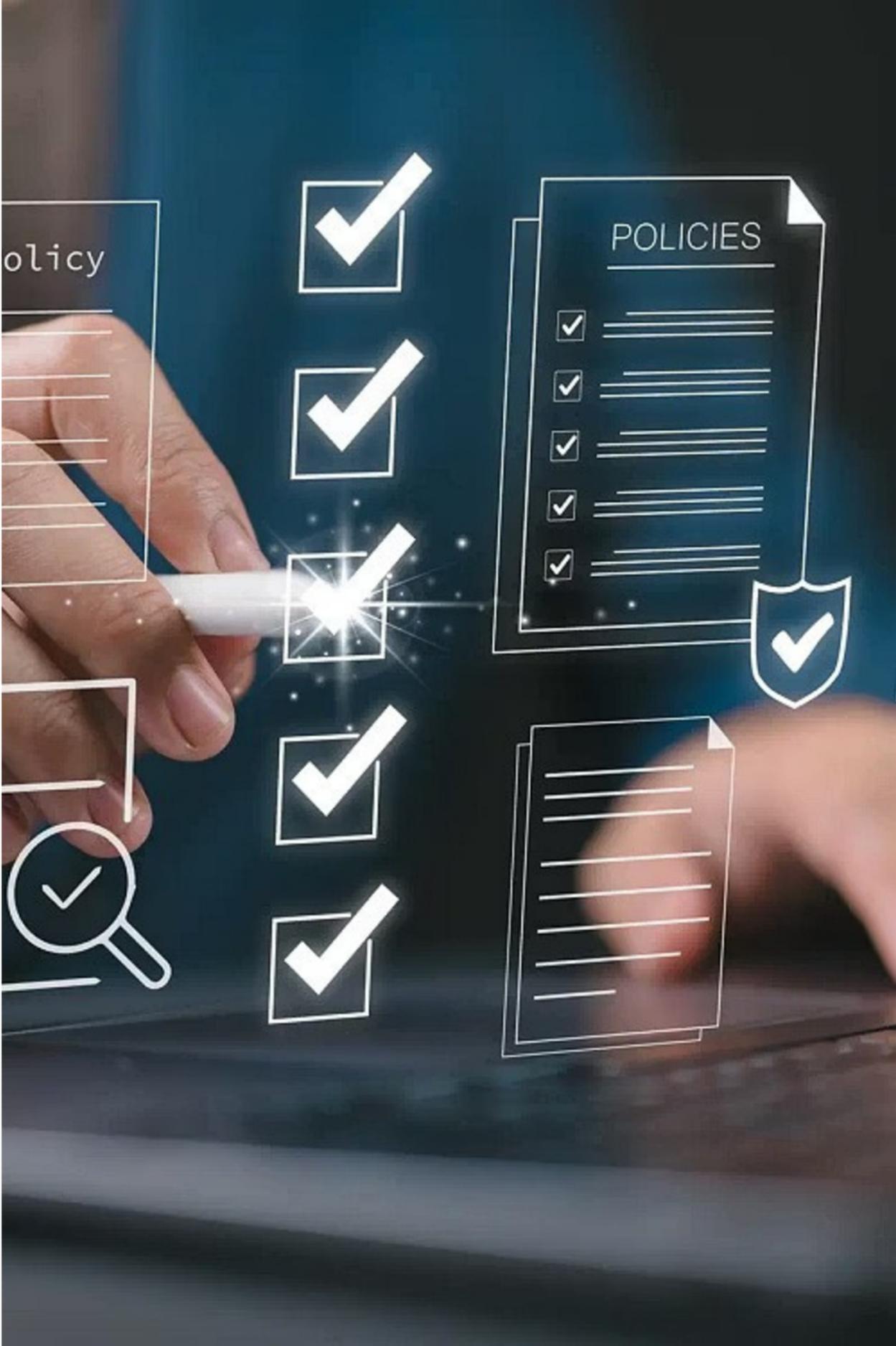


# Confidentiality and Data Protection

We safe guard sensitive information belonging to the Company and our partners. Confidential data, trade information, pricing structures, contractual terms and proprietary knowledge are protected through appropriate administrative and operational controls.

Access to confidential information is restricted on a need-to-know basis and supported by secure handling procedures. Our data protection flow ensures continuous identification, protection and oversight.





# Third-Party Integrity and Due Diligence

We recognize that ethical responsibility extends beyond our internal operations.

The Company conducts due diligence on suppliers, agents, brokers, and commercial partners to ensure alignment with anti-corruption, sanctions compliance, and ethical business standards. We reserve the right to discontinue relationships that do not meet our integrity expectations.

# Governance, Ethical Oversight & Partnership Commitment

Our ethical framework is anchored by leadership commitment, internal review mechanisms, compliance monitoring and transparent reporting structures. Senior management is responsible for ensuring the Code is implemented in both spirit and practice.

We expect suppliers, contractors and business partners to maintain standards consistent with this Code. We build partnerships grounded in mutual respect, ethical alignment, long-term sustainability and lawful, transparent operations.



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## Mutual Respect

Partnerships founded on shared values.



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## Ethical Alignment

Due diligence and ongoing compliance checks.



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## Sustainability

Commitment to long-term responsible practices.



# Contact Details

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