



AQUARIUS VISION WORKS LLP

Code of Ethics and Business Conduct Policy

1. Purpose

The purpose of this Code of Ethics and Business Conduct Policy is to provide clear guidance to employees, officers, and partners of Aquarius Vision Works LLP on ethical standards and expectations for behavior. We are committed to conducting our business with integrity, responsibility, and accountability. This policy outlines the core principles we expect all team members to follow to ensure that our business maintains its commitment to ethical practices.

2. Scope

This policy applies to all employees, contractors, officers, and Partners of Aquarius Vision Works LLP and any subsidiaries or affiliates. All must abide by this code in their business interactions, both within the company and externally with clients, vendors, competitors, and the general public.

3. Core Ethical Principles

3.1 Integrity

Employees must act with honesty, fairness, and transparency in all business dealings. We expect team members to maintain the highest ethical standards when making decisions on behalf of Aquarius Vision Works LLP.

3.2 Compliance with Laws

All employees must comply with local, state, National, and international laws, as applicable. It is the responsibility of each employee to understand and follow all laws and regulations relevant to their role.

3.3 Respect and Fair Treatment

We value diversity and inclusion. Every employee, customer, vendor, and stakeholder should be treated with respect and fairness, without any form of discrimination, harassment, or unethical bias. All decisions should be based on merit, ensuring equal opportunities for all.

3.4 Conflicts of Interest

Employees must avoid situations where personal interests conflict with the interests of Aquarius Vision Works LLP. If a conflict of interest arises, it must be disclosed immediately to the supervisor or the compliance officer.



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3.5 Confidentiality

Confidential information concerning the company, its customers, employees, and business partners must be protected. Employees must not disclose confidential information without authorization, and any disclosure of such information must be in compliance with applicable laws and regulations.

3.6 Fair Competition

We are committed to fair competition and do not tolerate any forms of bribery, price fixing, or unethical competition practices. Employees must avoid any actions that could result in unfair business practices or anti-competitive behavior.

3.7 Environmental Responsibility

We strive to conduct business in an environmentally responsible manner and minimize our environmental footprint. Employees should promote sustainability and comply with all relevant environmental laws and policies.

4. Reporting Violations

Employees are encouraged to report any known or suspected violations of this policy to their supervisor or to the compliance department. Aquarius Vision Works LLP prohibits any form of retaliation against employees who, in good faith, report violations of the code or any other illegal or unethical behavior.

5. Disciplinary Actions

Any violation of this code may result in disciplinary action, including termination of employment, legal action, or other corrective measures as deemed appropriate. The severity of the disciplinary action will depend on the nature of the violation and the circumstances involved.

6. Acknowledgment

All employees must review this Code of Ethics and Business Conduct Policy and acknowledge their understanding and commitment to abide by the principles outlined herein.