



JVK Pacific Ltd  
Social Responsibility Policy

JVK Pacific enjoys the trust of its employees, customers and communities because they conduct business according to the highest ethical standards. To maintain and build this reputation, we must therefore ensure that we comply with the following:

*Employees:*

JVK Pacific Ltd will provide a healthy and safe working environment for their employees and protect them from abuse and harassment. They will not discriminate by gender, race, religion, disability or sexual orientation.

*Customers:*

JVK Pacific Ltd will treat their customers with fairness and honesty. They will ensure that quotations and invoices are clear, accurate and consistent.

*Bribery:*

JVK Pacific Ltd will not offer or receive bribes or other such facilitating payments for the purpose of obtaining or retaining business. They will comply with the US Foreign Corrupt Practices Act (1977).

*Environment:*

JVK Pacific Ltd will seek to minimise the impact of their activities on the environment.

*Competition:*

JVK Pacific Ltd will be committed to free and fair competition. They will not make any agreement with a competitor which prevents, restricts or distorts competition nor exchange sensitive commercial information, in particular data regarding prices or quantities (including sales, market share, territories or customers) and will comply with all relevant laws.

*Data protection:*

JVK Pacific Ltd will preserve the privacy and security of all personal data relating to their staff and customers and will comply with all laws regulating how they handle such information.

*Monitoring:*

JVK Pacific Ltd will encourage any employee who becomes aware of a breach of this code to bring it to their attention, will thoroughly investigate any possible breaches that they become aware of, and take any necessary corrective action.