

Some of the bright upcoming minds GMC has the opportunity to support

©GSAM Banbasa – Photos with Students at GSAM’s school

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THE GMC BUSINESS CODE

Trust, Honour, and Excellence are our cornerstones. We will do what we say and zealously protect our good name.

GMC is committed to complying with the laws of the land in which it operates. We expect and require our employees and business partners to comply with laws on Anti-Bribery and Anti-Corruption, Anti-Money Laundering, Preventing Tax Evasion, Diversity at Work, Rights of Women, Conflict of Interest, Anti-trust, Data Privacy, and Compliance with Trade laws. Employees and associates are expected to uphold the highest ethical standards of business integrity. Compliance with all applicable laws and the accurate recording and tracking of all business transactions is mandatory.

We uphold the values of human rights, labour, the environment and anti-corruption. No one has the authority to make exceptions.

Ethics and Compliance due diligence is the process to ensure there is an understanding of GMC’s values by business associates and partners to ensure GMC’s standards of ethical behaviour are followed.

We are committed to Respecting Diversity at the workplace. Expressions of prejudice and discrimination including loose talk and show of aggression in any form will not be tolerated and will lead to disciplinary action. Respecting the Rights of Women is a must. Respecting the Rights of Transgenders is a must. Respecting the Rights of the Differently Abled is a must. We will not tolerate any form of harassment. GMC is an equal opportunity employer where every employee, irrespective of gender or identity will work and grow without feeling threatened or subjugated in any form or manner.

There is ZERO tolerance towards any discrimination on the basis of gender, race, ethnicity, religion, language, sexuality, socio-economic background, caste etc. Organisational growth will be merit based. It is also a firm policy of the organisation wherever possible to uplift and empower the socio-economically marginalised sections of society who have inadequate access to education and livelihoods. The organisation also believes in adopting environmentally sustainable methods of exploration.

GMC requires that directors, employees and associates avoid any conflict between their own personal interests and the interests of the organisation. Directors, and employees are expected to refrain from competing with the organisation.

Anti-Bribery/Corruption practices form an integral part of our Policy. GMC employees and associates are prohibited from making financial payments to, or engaging in financial transactions with, government officials to influence the performance of their official duties improperly. Our procurement contracts shall comply with all applicable laws.

GMC does not tolerate anti-competitive practices and behaviours. Abiding by GMC’s anti-competitive policy is a non-negotiable mandate.

Social Media: The directors and employees are required to and must keep their private social media lives and company matters separate.

Political affiliations: The directors and employees are required to and must keep their private political affiliations and company matters separate.