



ETHICAL TRADING MANAGEMENT POLICY

At Overdime Exports Pvt Ltd, we are committed to conducting our business in an ethical, transparent, and socially responsible manner while complying with all applicable legal, regulatory, and ethical trade requirements.

We are committed to conforming to all requirements of the ETSE Standard and respecting the applicable international instruments and normative elements related to human rights, labor practices, occupational health & safety, and environmental responsibility. The organization also commits to comply with national laws, other applicable legal requirements, and obligations to which the organization subscribes.

Senior management is committed to establishing, implementing, maintaining, and continually improving the ETMS by providing necessary resources, setting ethical objectives aligned with the organization's strategic direction, and communicating the importance of ethical trade practices to all employees, suppliers, and stakeholders.

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Mr. Dishan Tranchell
Managing Director

2026.01.30



Ethical Trading principles

Principle 1: Trading practices

Principle 2: Payment of statutory wages

Principle 3: Child labour and forced labour

Principle 4: Non-discrimination and Gender Equality

Principle 5: Freedom of Association and collective bargaining

Principle 6: Occupation Health and Safety

Principle 7: Working Conditions

Principle 8: Capacity Building

Principle 9: Promotion of Good Values

Principle 10: Environment

A handwritten signature in black ink, appearing to read "Dishan", is positioned above a horizontal dotted line.

Mr. Dishan Tranchell
Managing Director

2026.01.30