

CODE OF ETHICS

This Code of Ethics was approved by the Board of the Association Sommeliers Association of India (SAI) on [24th February 2024].

The reasons for having this Code of Ethics are many, among them:

- To ensure that we live and act in accordance with SAI's values and principles
- To know what behaviour is expected from members and partners of SAI
- To clarify and resolve inquiries or concerns of a professional ethical nature
- To facilitate the resolution of ethical dilemmas that may arise in the professional practice
- To protect the value that we create day by day in SAI

For the purpose of this Code of Ethics, "SAI members" refers to anyone working for or acting on behalf of SAI, member of ASI, as well as any people working for such National Association. SAI members will always use their common sense, as well as professional and good judgement when dealing with ethical dilemmas or challenges involving ethical decisions. It is the responsibility of all persons to whom this Code applies to know, comply with, and fully enforce its provisions. It will be the responsibility of Board of Directors of SAI to ensure that its own members and staff fully respect and apply its provisions. To adequately protect the interests of SAI, it is the duty of everyone to timely report, through the channels indicated below, facts or conduct that may constitute a breach of this Code. In case there are matters that are not specially regulated in this Code, the legal provisions in force shall be fully applied, which shall replace its silence and/or complement its content.

Principles of the Code of Ethics

This Code is built on the Vision, Mission, Motto and Values of SAI. Additionally, this Code considers the below values or principles which define our conduct and are lived within SAI:

- **Respect:** SAI members value all people and maintain a permanent attitude of respect for our colleagues and third parties with whom we interact, valuing the diversity of all individuals.
- **Professionalism:** SAI members act in a responsible, transparent, honest, and professional manner, always delivering a quality service. Likewise, we will avoid behaviors that may generate doubts about our honesty and probity or that affect the image of our profession.
- **Integrity:** SAI members act with the highest level of integrity, being honest, fair, and impartial in our actions, as well as respecting SAI By-Laws.
- **Vocation of service:** SAI members strive to deliver the best service, making it a way of life.
- **Collaborative work:** SAI members recognize that teamwork delivers better results and allows us to reach higher levels. We ask for help, we offer help, and we support and empower ourselves to improve every day.
- **Self-care:** we, SAI members, take care of ourselves, our peers and third parties with whom we interact, trying to develop our work in a safe way, preventing any situation that puts at risk our own or other people's physical or psychological integrity.
- **Prevention of Sexual Harassment:** SAI members at office and any place visited by the members arising out of or during the course of membership shall mandatorily follow prevention of sexual harassment policy, the definition of sexual harassment includes 'any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely :
 - Physical contact and advances; or
 - A demand or request for sexual favours ; or
 - Making sexually covered remarks ; or
 - Showing pornography; or
 - Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.The following circumstances if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment
 1. Implied or explicit promise of preferential treatment in employment; or
 2. Implied or explicit threat of detrimental treatment in employment ; or
 3. Implied or explicit threat about present or future employment status; or
 4. Interference with work or creating an intimidating or offensive or hostile work environment; or
 5. Humiliating treatment likely to affect health or safety.

The Board of SAI shall ensure and incorporate appropriate committees to ensure that policy is complied with in essence.

Diversity

SAI proudly acknowledges that diversity and equal representation are fundamental elements in the world of hospitality. As leading professionals in the field of sommellerie it is our responsibility to promote our craft through awareness and open channels of communication, accessible to all.

SAI members must value diversity of individuals, cultures, races, colors, genders, sexual orientations, marital status, ideological positions, political opinions, religious beliefs, nationalities, ethnic backgrounds, age, disability, and social origins. In consideration of this, we will maintain an open, inclusive, collaborative, and trustful environment, free of discrimination, harassment, bullying or retaliation, among ourselves and all people to whom we interact.

Responsible consumption

SAI members are always committed to responsible alcohol consumption. SAI strongly recommends that on becoming a member of SAI join Wine in Moderation community and comply to all local regulations.

Communities and Environment

SAI is committed to acting responsibly with the communities where it is present. For SAI, the community is the population that inhabits the area where we have our projects or develop our work as SAI members. SAI members will assume the commitment with the care of the environment and the respect for labor force and will comply with all the related laws and regulations in force locally.

Child labour

SAI members must not, under any circumstances, employ individuals who have not reached the minimum age OF 18 years, which is required to work,

Ethical behaviour in compliance with the law

SAI is committed to preventing the commission of crimes within the organization, whether they benefit it or not. Therefore, it demands strict and diligent behavior from all its members, who must be conscious that the commission of crimes may have impact in SAI as an organization as well as privately to the individuals involved in improper conduct. Strictly prohibited are all situations related to criminal offences that could lead to criminal liability, such as:

- a) Any form of bribery or corruption, of national or foreign public officials, as well as private entities.
- b) Asset or money laundering
- c) Financing or facilitation of terrorism
- d) Receipt of stolen goods
- e) Tax evasion
- f) Misappropriation
- g) Disloyal administration
- h) Conflicts of interests.

It is the duty of all SAI members to report any situation related to crimes.

Inquiries and Consultations

In case of inquiries or consultations, SAI Members and third parties can submit them to SAI Ethics & Compliance Committee on ethics@sai.com, where all cases will be treated at the highest levels of confidentiality.

Letter of Ethical Commitment

By being part of SAI, herein represented by Board of Directors, confirm this Code was read and understood and commit themselves and their own members to the following points:

- a) Always comply with the by laws of SAI and this Code of Ethics.
- b) Always maintain an ethical conduct as a professional sommelier, respecting this Code in each of my actions and decisions.
- c) Lead with integrity and by example, according to the principles and values that this organization has stated
- d) Always maintain a correct attitude and avoid situations that may damage the reputation of SAI and/or its members and third parties with whom you are in contact as a professional sommelier.
- e) Consult and ask questions in case of doubts about the scope of any ethical obligations.
- f) Report, in good faith, practices that attempt or seem to attempt against this Code of Ethics.
- g) Respect confidentiality after making a complaint or collaborating in an ethical matter