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## **Policy on Anti-Corruption and Anti-Bribery**

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**Purpose:**

Alok Industries Limited ('the Company) is committed to conducting business with integrity and in compliance with applicable laws and regulations. The purpose of this Policy is to prevent bribery and corruption by providing guidance to employees, contractors, and agents of the company.

**Definition of Bribery and Corruption:**

Bribery and corruption are illegal and unethical activities that involve the offering, giving, soliciting, or accepting of something of value, with the intent to influence a decision or gain an unfair advantage. This can include cash, gifts, entertainment, or other favors.

**Prohibited Activities:**

Our Company prohibits any form of bribery or corruption, including but not limited to:

- Offering, giving, or accepting bribes, kickbacks, or other forms of illicit payments
- Providing or receiving gifts, entertainment, or hospitality that could be perceived as bribes
- Making political contributions or donations that violate applicable laws or regulations
- Failing to disclose conflicts of interest that could influence business decisions
- Creating or using false records or invoices to conceal bribes or corrupt payments
- Colluding with competitors to fix prices, allocate customers or markets, or engage in other anti-competitive practices

**Third-Party Relationships:**

Our Company recognizes the risks associated with third-party relationships, such as suppliers, vendors, and agents. The Company has due diligence procedures in place to assess the risks associated with such relationships. All contracts with third parties must contain provisions requiring compliance with applicable laws and regulations, including those relating to bribery and corruption.

**Reporting Procedures:**

Our Company encourages employees, contractors, and agents to report any concerns or suspicions about bribery or corruption. Reports can be made anonymously and will be investigated promptly and thoroughly. Our Company will protect individuals who make good-faith reports from any form of retaliation.

**Training and Awareness:**

Our Company provides regular training and awareness programs to educate employees, contractors, and agents about the risks of bribery and corruption and the importance of compliance with this Policy and applicable laws and regulations.

**Compliance and Consequences:**

All employees, contractors, and agents of the Company must comply with this Policy and applicable laws and regulations relating to bribery and corruption. Violations of this Policy can result in disciplinary action, up to and including termination of employment or contract, as well as civil or criminal penalties.