



# ANTI-BRIBERY ANTI-CORRUPTION POLICY

## Anand NVH Products Pvt Limited

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| <b>Reviewed By:</b>    | Anju Tyagi, Head -Sustainability |
| <b>Approved By:</b>    | Krishnan Iyer, COO               |

# 1. PURPOSE

To prevent bribery and corruption by establishing clear prohibitions, due diligence requirements, gift/hospitality controls, and reporting mechanisms.

**No Gift Policy:** This policy adopts a strict "No Gifts" approach – employees shall neither offer nor accept gifts from third parties to eliminate bribery risk.

# 2. POLICY STATEMENT

Anand NVH Products Pvt. Ltd. prohibits all forms of bribery and corruption, whether direct or indirect, in both public and private sector dealings. No employee or representative may offer, give, request, or accept any undue advantage to influence a decision, secure an improper benefit, or gain any unfair business advantage.

All employees, suppliers, and partners are expected to act honestly and independently in their commercial dealings.

This policy integrates with Business Ethics Policy (ANP-SUST-BE-P001), Code of Conduct (ANP-SUST-COC-001), Fair Competition and Compliance Policy (ANP-SUST-FCM-P001), Anti-Discrimination Policy (ANP-SUST-DHP-P001), Human Rights Policy (ANP-SUST-HR-P001), Child Labour, Forced Labour and Human Trafficking Policy (ANP-SUST-HR-P002) and Sustainable Procurement Policy (ANP-SUST-SP-P001).

**Approved by:**



Mr Kanwardeep Singh Anand  
Executive Director  
Date: 15.01.2025