



BUSINESS ETHICS POLICY

Anand NVH Products Pvt Limited

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1. PURPOSE

To establish clear standards of ethical conduct, prevent corruption, bribery, conflicts of interest, and anti-competitive practices, and promote transparency across all business activities. This policy provides guidance for ethical decision-making, protects the company's reputation, ensures regulatory compliance, and builds trust with stakeholders including customers, suppliers, employees, and regulators.

2. POLICY STATEMENT

Anand NVH Products Pvt. Ltd. conducts all business with integrity, fairness, and transparency. We prohibit bribery, corruption, conflicts of interest, anti-competitive practices, and unethical conduct.

This policy fosters ethical decision-making, protects stakeholders, and builds trust with customers, suppliers, and communities.

This policy shall be read in conjunction with related ANP policies including Anti-Bribery Policy, Whistleblower Policy, Anti-Discrimination and Harassment Policy, Child Labour, Forced Labour and Human Trafficking Policy, Health & Safety Policy, Human Rights Policy, Code of Conduct, Fair Competition and Compliance Policy, CSR Manual, and Sustainable Procurement Policy.

Approved by:



Mr Kanwardeep Singh Anand

Executive Director

Date: 15.01.2025