



CONFLICT OF INTEREST POLICY

Anand NVH Products Pvt Limited

Document No.	ANP-SUST-COI -P001
Version	1.0
Effective Date	15.01.2025
Next review	15.01.2027
Prepared By	Mr Narendra Yadav – Head-HR
Reviewed By	Anju Tyagi, Head -Sustainability
Approved By	Krishnan Iyer, COO

1. PURPOSE

To identify, disclose, and manage conflicts of interest that could influence business decisions, ensuring decisions are made objectively in the best interests of Anand NVH Products Pvt. Ltd. its stakeholders, and compliance with ethical standards.

2. POLICY STATEMENT

Anand NVH Products Pvt. Ltd. requires full transparency regarding actual, potential, or perceived conflicts of interest. Employees must prioritize company interests over personal or family interests. All employees, suppliers, and partners are expected to act honestly and independently in their commercial dealings.

Anand NVH Products is committed to:

- Preventing situations where personal interest compromises objectivity.
- Promoting transparency and accountability in decision-making.
- Ensuring all employees act in the company's best interests.

This policy integrates with 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), Business Ethics Policy (ANP-SUST-BE-P001), Code of Conduct (ANP-SUST-COC-001), Sustainable Procurement Policy (ANP-SUST-SP-P001), and Anti-Bribery Policy (ANP-SUST-AB-P001).

Approved by:



Mr Kanwardeep Singh Anand

Executive Director

Date: 15.01.2025