



## Anti-Bribery Anti-Corruption Policy

*Group refers to the Rubamin Private Ltd and its subsidiaries in this document. This policy is meant exclusively for the perusal of, and strictly for circulation within, the Rubamin Private Ltd and its subsidiaries. Please note that sharing of information contained in this policy, other than with employees of the Rubamin Private Ltd without written consent from Corporate Human Resources, would be construed as a breach of the Company's Code of Conduct.*

Policy Title	Anti-Bribery Anti-Corruption Policy
Employee Value Proposition	Guideline and General Principles
Applicability	This policy is applicable to all employees, Business Partners, Service Partners, Suppliers and Network of Suppliers working with Rubamin Private Limited
Originator and Contact Information	Human Resource ( <a href="mailto:hrd@rubamin.com">hrd@rubamin.com</a> )
Effective Date	September 1, 2023

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## 1. OBJECTIVE

The Rubamin Private Limited (hereinafter referred to as “RPL” or “Company”) is committed to the highest standards of ethics and integrity and zero tolerance towards bribery and corruption. The code of conduct of the Company also emphasizes on the requirement of ethical business practices.

The Company recognizes and complies with all applicable laws and regulations in the various territories, the Company operates. The Company aim to safeguard and promote legitimate business and to prevent and prohibit corruption, bribery and similar acts in connection with its business. The purpose of this policy is to outline guiding principles and procedure.

## 2. SCOPE & APPLICABILITY

This policy shall be applicable and binding on all employees of, or any other person associated with the Company and for the purposes of this document includes all employees and associates with subsidiaries and affiliate companies and such other persons, including those acting on behalf of our Company, including directors, who in turn shall ensure that financial consultants, insurance intermediaries (corporate agents, brokers etc.), distributors, vendors, consultants, advisors, suppliers, contractors or other third parties engaged with the Company are aware of and adhere to these standards, across all locations. This policy should be read in conjunction with our Code of Conduct.

## 3. ANTI-BRIBERY & CORRUPTION

Under no circumstances, any employee may offer, promise or grant anything of value to

- a) Government Official;
- b) Any person, or members of their family;
- c) A third party;
- d) Charitable organization suggested by such a recipient;
- e) Any other entity and/or individual, directly or indirectly related and having a conflict of interest with the employee; to influence the recipient to take or refrain from taking any official action, or to induce the recipient to conduct business with the Company.