

Vitasv Pharma And Chemical Private Limited

Regd. Office : HL-404, Sunrise Commercial Complex,
Mota Varachha, Surat, Gujarat, India-394101
CIN: U47810GJ2023PTC144362
GST: 24AAJCV6253G1Z7



ANTI-BRIBERY, CORRUPTION & FRAUD POLICY

VITASV PHARMA AND CHEMICAL PRIVATE LIMITED (abbreviation VPCPL)

VPCPL is committed to conducting business in an ethical and honest manner and is committed to implementing and enforcing systems that ensure all forms of bribery, corruption, and fraud are prevented. **VPCPL** has zero tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships we build with our employees. **VPCPL** will constantly uphold all laws relating to anti- bribery and corruption and adhere those requirements in combating any form hereof.

All employees, managers, including our suppliers and clients must ensure that they do not get involved in any type of payment of bribes. This policy sets out the all-relevant legislation and requirements to anti-bribery, anti-corruption and fraud, that are applicable to which all employees of **VPCPL** must adhere at all times.

Bribery can be described as: giving or receiving anything from any person (usually money, a gift, loan, reward, favours, commission or entertainment), as an improper inducement or reward for obtaining business, employment or any other benefit. Bribes can therefore include, but are not limited to:

- Gifts and excessive or inappropriate entertainment, hospitality, travel and accommodation expenses;
- Payments, whether by employees or business partners such as recruiters, labour service providers or consultants; and
- Other favours provided to supervisors, such as making unwanted advances, payments or promises.
- All employees of **VPCPL** must adhere to the company ethos of bribery and corruption. No employee or manager will be allowed to take part or become involved in any form of bribery, corrupt behavior's, or fraud, including the following:
- Offer, pay, or give anything of value to any person through which one will unethically gain something in return which is not provided for in terms of their employment contract. Attempt to mislead or induce any person to do something illegal or which goes against the company policy.
- Mislead or intentionally lie to any person to gain an advantage above and beyond their employment agreement.
- Violate any rules by shifting blame or responsibility onto another employee/person. Fraudulent practices against the company ethos or legislation.

VPCPL is committed to remove and combat any inappropriate behaviours immediately and will not tolerate such behaviours from employees, managers, or customers/clients in any way or form. This policy hereby binds the company to its commitment to regularly discuss and mitigate factors related to any form of bribery, corruption, or fraudulent behaviours.

VITASV PHARMA AND CHEMICAL PRIVATE LIMITED means "**FAIR BUSINESS**"

Mr. Rahul Dodia
Export Sales Executive

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info@vitasvpharma.com | www.vitasvpharma.com | +91 90814 27292 | +65 8574 9712