



Human Resource Policy Manual

Section Name:	Code of Conduct	Section No:	V
Policy Name:	Anti – Bribery	Policy No.	4
Revision Date:	1.12.2021	Pages:	1–1
Revision:	0		

1. Objective:

Privi Speciality Chemicals Limited is committed to the prevention, deterrence and detection of fraud, bribery and all other corrupt business practices. It is Privi's core value of having ethical business practices and to conduct all of its business activities with honesty, integrity and the highest possible ethical standards and vigorously enforce its business practice, wherever it operates throughout the world, of not engaging in bribery or corruption.

2. Scope and Applicability:

This "Anti Bribery and Anti Corruption" policy (this Policy) applies to all individuals working in Privi in all grades and levels, including directors, senior executives, officers, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, casual workers, volunteers, interns, agents, contractual workmen, apprentice, probationers, or any other person associated with Privi.

This Policy also applies to all individual or Organization who / which come into contact with Privi or transact with Privi and also includes actual and potential clients, suppliers, business contacts, consultants, intermediaries, representatives, subcontractors, agents, advisers, joint ventures and government & public bodies (including their advisers, representatives and officials, politicians and political parties).

3. Protecting Whistleblower:

We encourage openness and will support anyone who raises genuine concerns in good faith under this Policy. Privi is committed to ensuring that no one suffers any detrimental treatment as a result of refusing to take part in bribery or corrupt activities or because of reporting their suspicion in good faith that an actual or potential bribery or other corruption offence has taken place or may take place in the future. If any employee believes that s/he has suffered any such treatment, s/he should inform his/her Manager or the Human Resource Department.

Mr. Ramchandra Surve	Mr. R S Rajan
Vice President – HR	President
Recommended by	Approved by