



ANTI BRIBERY & CORRUPTION POLICY



Anti Bribery & Corruption Policy

Vikas Group



Preamble

At Vikas Group, we believe that sustainable business growth can only be achieved through integrity, fairness, and accountability. Bribery and corruption erode trust, distort markets, and harm society. We are committed to conducting all business activities in an ethical, transparent, and lawful manner, ensuring zero tolerance toward bribery or corrupt practices.



Our Commitment

We are committed to:

- Zero tolerance for bribery, facilitation payments, or any corrupt activity.
- Strict compliance with all applicable local, national, and international anti-bribery and anti-corruption laws.
- Fair, transparent, and responsible business practices across all operations.



Scope

This policy applies to:

- All **Vikas Group** entities, including units, subsidiaries, and holding companies.
- All **employees**: permanent, fixed-term, temporary, contractual, trainees, interns, consultants, contractors, home-workers, casual workers, and agency staff.
- All **third parties**: suppliers, distributors, contractors, agents, joint venture partners, intermediaries, and government officials associated with Vikas Group.



Key Principles

- **No bribery or corruption:** Employees and partners must not offer, give, solicit, or accept gifts, cash, hospitality, or favors intended to improperly influence business decisions.
- **Avoid conflicts of interest:** All decisions must be made in the best interest of the company.
- **Accurate records:** All business and financial records must be complete, accurate, and transparent.
- **Red flag vigilance:** Employees are required to report any suspicious conduct or potential breaches immediately.



Employee Responsibilities

- Declare and record all **gifts and hospitality** offered or received, in line with company procedures.
- Submit **accurate expense claims**, supported by genuine receipts.
- Refrain from any activity that may lead to a breach of this policy.
- **Report concerns** or suspected incidents of bribery or corruption immediately to the **Vigilance Officer**.
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Protection for Whistleblowers

- Vikas Group guarantees that no **employee will face retaliation** for refusing to engage in bribery or for reporting concerns in good faith.
- Reports will be treated with **confidentiality and fairness** in accordance with the company's **Vigil Mechanism Policy**.
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Reporting Mechanism

If you suspect or become aware of a violation of this policy:

- Contact the **Vigilance Officer** immediately.
- Provide all relevant details to enable proper investigation and corrective action.
- Vigilance Officer Email:



Penalties & Consequences

Vikas Group takes breaches of this policy very seriously. Any violation will result in strict disciplinary or legal action such as warnings, suspension, termination of employment, recovery of losses, and reporting to law enforcement authorities where required and may result in **termination of contracts**, blacklisting, and legal proceedings for Supplier/ Contractors/ third parties.



Training & Awareness

- Vikas Group will provide **regular training and awareness programs** to employees at all levels to ensure understanding and compliance with this policy.
- Suppliers, contractors, and other relevant third parties are required to understand and sign the supplier code of conduct