

ANTI BRIBERY AND ANTI CORRUPTION POLICY

1. Introduction:

POLYMERLINK PVT. LTD. is committed to conducting business with integrity, honesty, and transparency. We believe that bribery and corruption undermine trust, fairness, and the rule of law, and pose significant risks to our reputation, financial stability, and sustainability. Therefore, we have established this Anti-Bribery and Anti-Corruption Policy to guide our employees, contractors, suppliers, and business partners in adhering to the highest standards of ethical conduct.

2. Policy Statement:

- Polymerlink prohibits any form of bribery, corruption, or unethical behavior in all its business activities, including interactions with customers, suppliers, government officials, and other stakeholders.
- We strictly adhere to all applicable anti-bribery and anti-corruption laws and regulations, including but not limited to the Prevention of Corruption Act, 1988, INDIA, and local anti-corruption legislation in the countries where we operate.
- We do not offer, promise, give, request, or accept bribes, kickbacks, facilitation payments, or any other improper inducements, whether directly or indirectly, to or from any individual or entity, including government officials, to obtain or retain business or gain any improper advantage.
- We maintain accurate and transparent financial records that reflect all transactions and expenditures accurately and fairly, in accordance with applicable accounting standards and legal requirements.
- We require all employees, contractors, suppliers, and business partners to report any suspected instances of bribery or corruption promptly through designated reporting channels, without fear of retaliation.
- Gifts or hospitality (including meals, entertainment and business travel) received or offered should not be intended to influence or be perceived to influence a business decision taken in the interest of Polymerlink Pvt. Ltd. or a third party.
- Our employees must therefore adopt a cautious behaviour, appeal to their common sense in all circumstances and make an informed decision when they are required to offer or receive gifts and hospitality brands that must in any case remain a reasonable amount. The members of the Ethics, Compliance and Governance Department are at their disposal to help in that sense.

In the interest of transparency and to facilitate any audit or controls, any donation, gift or invitation is precisely recorded. Depending on their amount, prior internal validations must be obtained.

3. Responsibility

Management:

- Senior management is responsible for setting the tone from the top, providing leadership in promoting a culture of integrity and compliance, and ensuring the effective implementation and enforcement of

this policy.

Employees

- All employees are expected to familiarize themselves with this policy, comply with its provisions, and report any suspected violations or concerns to their managers or through designated reporting channels.

Contractor and Supplier

- We expect contractors, suppliers, and other business partners to adhere to the same ethical standards outlined in this policy and to comply with all relevant anti-bribery and anti-corruption laws and regulations.

4. Training and Awareness

- Polymerlink provides regular training and awareness programs to educate employees, contractors, and business partners about the risks of bribery and corruption, the requirements of this policy, and the consequences of non-compliance.
- Polymerlink has communicated the ABAC Policy by uploading the antibribery and anticorruption policy on the Company's website for the stakeholders to view and read the ABAC Policy for their awareness.

5. Compliance and Enforcement

- Compliance with this policy is mandatory for all individuals and entities associated with Polymerlink. Violations of this policy may result in disciplinary action, termination of employment or contracts, civil or criminal penalties, and damage to our reputation.
- We investigate all reports of suspected bribery or corruption promptly and thoroughly, take appropriate remedial action, and cooperate fully with law enforcement authorities if necessary.

6. Review and Updates

- We review and update this policy periodically to ensure its effectiveness and alignment with changes in laws, regulations, industry standards, and business practices.

7. Conclusion

- By adhering to this Anti-Bribery and Anti-Corruption Policy, we demonstrate our commitment to ethical conduct, integrity, and accountability in all our business dealings.
- Every individual and entity associated with Polymerlink has a responsibility to uphold these principles and contribute to a culture of trust, fairness, and compliance