

ANTI-BRIBERY & ANTI-CORRUPTION POLICY

Policy Statement

Paras Valves Pvt. Ltd. maintains a strict zero-tolerance policy against bribery and corruption in all business activities. Paras Valves is committed to conducting business ethically and in compliance with applicable anti-corruption laws and international standards.

Definition of Bribery

Bribery refers to offering, promising, giving, requesting, or accepting anything of value in order to improperly influence a business decision or obtain an unfair advantage.

Corruption includes abuse of power or position for personal or organizational benefit.

Prohibited Practices

Employees and representatives of the company must not:

- Offer or accept bribes, kickbacks, or facilitation payments
- Provide gifts or benefits intended to influence business decisions
- Engage in corrupt dealings with government officials or private parties
- Misuse company funds to gain unfair business advantages
- Use intermediaries to conduct bribery on behalf of the company

Gifts and Hospitality

Reasonable gifts or hospitality may be acceptable when they:

- Are of nominal value
- Are not intended to influence a decision
- Are transparent and properly documented
- Comply with company guidelines and applicable laws

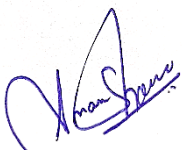
Third-Party Compliance

Suppliers, consultants, and contractors working with Paras Valves Pvt. Ltd. are expected to comply with the same anti-corruption standards.

Violations

Any violation of this policy may result in:

- Disciplinary action
- Termination of business relationships
- Legal consequences where applicable



Aman Sharma

Managing Director

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