

Anti-Bribery Policy

Our Policy

It is the stated and publically declared policy of Himadi Solutions Private Limited to conduct all of our business in an honest and ethical manner.

Himadi Solutions Private Limited will take a zero-tolerance approach to bribery and corruption. Himadi Solutions Private Limited is committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct. Any non-employee who breaches this policy may have their contract terminated with immediate effect.

This policy does not form part of any employee's contract of employment and we reserve the right to amend or modify it at any time without prior notification.

This policy applies to all persons working for Himadi Solutions Private Limited or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Definition of Bribery

Bribe means a financial or other inducement or reward for action which is illegal, unethical, a breach of trust or improper in any way. It could also be in the form of money, gifts, loans, fees, hospitality, services, discounts, the award of a contract or any other advantage or benefit. All forms of bribery are strictly prohibited.

Employee Responsibilities

Employees must not give or offer any payment, gift, hospitality or other benefit in the expectation that a business advantage will be received in return, or to reward any business received.

Employees may not accept any offer from a third party that is known or suspected to have been made with the expectation that a business advantage will be forthcoming.

Employees may not give or offer any payment (sometimes called a facilitation payment) to a government official in any country to facilitate or speed up a routine or necessary procedure.

Employees must not threaten or retaliate against another person who has refused to offer or accept a bribe or who has raised concerns about possible bribery or corruption.

Training & Communication

Himadi Solutions Private Limited anti-bribery and corruption policy and zero-tolerance attitude will be clearly communicated to all suppliers, contractors, business partners, and any third-parties at the outset of business relations, and as appropriate thereafter.

Himadi Solutions Private Limited will provide relevant anti-bribery and corruption training to employees etc. where we feel their knowledge of how to comply with the Bribery Act needs to be enhanced. As good practice, all businesses should provide their employees with anti-bribery training where there is a potential risk of facing bribery or corruption during work activities.

Record Keeping

Employees must declare and keep a written record of all hospitality or gifts given or received. Employees must also submit all expenses claims relating to hospitality, gifts or payments to third parties in accordance with the company's expenses policy and record the reason for expenditure.

All accounts, invoices, and other records relating to dealings with third parties including suppliers and customers should be prepared with strict accuracy and completeness. Accounts must not be kept "off-book" to facilitate or conceal improper payments.

Raising Concern

If an employee or associate is offered a bribe, or are asked to make one, or if the employee and/or associate suspects any bribery, corruption or other breach of this policy has occurred or may occur, the Employee and/or the associate must notify the Management mentioned below as to the possible breach, as soon as possible.

If you have any questions regarding our anti-bribery policy, you may contact us.

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