



ANTI-CORRUPTION & ANTI-BRIBERY POLICY

At **Grasim Industries Limited** (“Grasim/Company”), we believe in sound, moral, ethical, and business principles. While these principles underpin all our activities, there is a need to ensure it is practiced in letter and spirit. Grasim’s Anti-Corruption and Anti-Bribery Policy outlines the company’s zero-tolerance approach towards bribery and corruption. The objective of the policy is to place appropriate guidelines in place across all our operations and thus ensure zero violation of relevant laws and regulation.

Bribes, Kickbacks, and Other Payments

Grasim’s anti-bribery policy covers each of its employees or associates working on behalf of the company. The company’s businesses must not be influenced by corrupt practices. Corruption refers to any act of payments or the exchange of goods of any value and includes activities such as bribery and exchange of kickbacks.

Grasim strictly prohibits any act of offer, promise, grant, authorisation, demand, or acceptance of any promise, bribe, kickback, illegal gratuity, illegal payment, or other illegal goods and services of any value directly or indirectly, to or from any person, organisation, or government representative. Our anti-bribery and corruption policy extends to all third parties, working for the Company. The Company does not hire third parties to conduct any act of corruption or bribery on its behalf. Third parties acting on behalf of Grasim are prohibited from offering or accepting any bribe on the Company’s behalf. Third parties include but are not limited to consultants, subcontractors, franchisees, sales agents, resellers, customs brokers, accounting, or law firms, etc.

Political Contributions

Grasim or its subsidiaries do not directly or indirectly contribute, make payments or provide property or services, to any candidates running for public office or to political parties except pursuant to an approved policy in compliance with applicable laws. Any Grasim employee who wishes to make a political contribution in his or her personal capacity, must ensure that he or she does not imply it to be a contribution made on behalf of the Company. Company contributions to charitable organisations will be approved and authorised in accordance with the Company’s policies and systems of authority.

Gifts and Entertainment

All employees and associates are prohibited from providing gift or entertainment to customers, prospects, government officials or their family members when such expenses are not incurred while conducting company business and / or do not satisfy the guidelines enumerated in this policy and other related policies.

This policy shall be reviewed periodically for its suitability and updated, as necessary.

Harikrishna Agarwal
Managing Director, Grasim Industries Limited
26th May 2023