

Document Statistics

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Organization	Panacea Bioedge Pvt. Ltd
Document Name	Anti-Bribery
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Document Revision History

Version Number	Revision Date	Description for Change	Reason for Change	Affected Section	Prepared By	Reviewed By	Approved By
1.0	00	-	New Document	--	QM	Lead-ESG	DO

1. Purpose

The purpose of this Anti-Bribery is to establish clear guidelines for all employees and associates of **Panacea Bioedge Pvt. Ltd.** in identifying and avoiding any form of bribery or corrupt practice during business. The company is committed to maintaining the highest standards of integrity, ethics, and transparency in all its dealings.

2. Scope

This policy applies to all employees (permanent, temporary, contract), directors, officers, consultants, vendors, agents, and other third parties acting on behalf of **Panacea Bioedge Pvt. Ltd.**, across all jurisdictions in which we operate.

3. Policy Statement

Panacea Bioedge Pvt. Ltd. maintains a strict zero-tolerance approach to bribery and corruption. Offering, giving, soliciting, or accepting bribes in any form is strictly prohibited.

No individual covered by this policy shall:

- Offer or accept any bribe, kickback, facilitation payment, or unauthorized gift.
- Attempt to influence a decision through improper means.
- Use third parties or intermediaries to channel payments or favors that could be seen as bribes.

4. Definitions

- **Bribe:** Anything of value (money, gifts, services, entertainment, promises) offered or received with the intent to improperly influence business or official decisions.
- **Facilitation Payment:** Small payments made to expedite routine government actions. These are also **strictly prohibited** under this policy.
- **Corruption:** Abuse of entrusted power for private gain.

5. Third-Party Relationships

- Due diligence must be conducted before engaging with third-party vendors, agents, or consultants.
- Contracts must include anti-bribery clauses where applicable.
- **Panacea Bioedge Pvt. Ltd.** is not responsible for the actions of its partners but must ensure that they align with our ethical standards.

6. Reporting Violations

- Employees must report any suspected bribery or unethical behaviour immediately to their supervisor, HR, or via the company's whistleblower mechanism.
- All reports will be treated confidentially and investigated thoroughly.
- **No retaliation** will be tolerated against whistleblowers acting in good faith.

7. Disciplinary Actions

Violation of this policy is a serious offense and may result in:

- Disciplinary action up to and including termination of employment.
- Legal action, fines, or imprisonment under applicable laws.

8. Training and Communication

- All employees will undergo periodic training on anti-bribery and anti-corruption.
- This policy will be made available to all new hires during onboarding and on the company's internal portal.

9. Enforcement

Any non-conformance to this policy shall be addressed as per the organization's employee disciplinary process.

The Panacea Bioedge Pvt. Ltd. is the owner of this document and is responsible for ensuring that this policy document is reviewed in line with the review requirements stated above.

A current version of this document is available to all members Panacea Bioedge Pvt Ltd.