

Anti-Bribery and Anti-Corruption Policy

Applicability : All Employees and Business Associates

With Effect from : 01 Mar 2026

1. Policy Statement

No employee or associated third party shall, directly or indirectly:

- Offer, give, promise, request, or accept any bribe or improper advantage
- Provide or receive kickbacks, illegal payments, or inducements
- Influence any business decision through unethical means
- Misuse authority or position for personal or business gain
- Create or maintain inaccurate or misleading business records

All business dealings must be conducted fairly, transparently, and in accordance with applicable laws and Company standards.

2. Purpose

The Meyer Organics Pvt. Ltd. (“Company”) is committed to conducting its business ethically, with integrity, transparency, and in compliance with

applicable laws and regulations. This Anti-Bribery and Anti-Corruption Policy (“Policy”) establishes the standards expected from employees and all third parties associated with the Company.

The Company adopts a zero-tolerance approach towards bribery, corruption, kickbacks, and unethical business practices.

3. Applicability

This Policy applies to:

- All employees, Directors, and Management personnel
- Consultants, retainers, and contractual staff
- Vendors, suppliers, contractors, and service providers
- Distributors, agents, business partners, and third parties acting on behalf of the Company

This Policy applies across all business operations and locations of the Company.

4. Gifts, Hospitality, and Business Courtesies

Employees and associated parties shall not offer or accept gifts, hospitality, entertainment, or benefits that may improperly influence, or appear to influence, any business decision.

Reasonable, lawful, and customary business courtesies of nominal and reasonable value may be permitted where appropriate and consistent with ethical business practices.

Any permitted business courtesies must be appropriately recorded in Company records.

5. Third-Party Compliance

The Company expects all third parties associated with its business to comply with applicable anti-bribery and anti-corruption requirements.

Appropriate due diligence may be conducted prior to engagement of vendors, consultants, contractors, distributors, agents, or other business partners, wherever considered necessary.

The Company may include anti-bribery and ethical compliance clauses in agreements or contracts executed with third parties.

The Company reserves the right to discontinue relationships with parties involved in unethical, improper, or non-compliant practices.

6. Dealings with Government Officials

Any interaction with government officials, regulatory authorities, or public institutions must be conducted lawfully and transparently.

No improper payment, benefit, favour, or advantage shall be offered or provided to influence any official decision or action.

7. Books and Records

All financial transactions and business records must be accurate, complete, and properly maintained.

False, misleading, incomplete, or undisclosed records or transactions are strictly prohibited.

Undisclosed accounts, false invoices, or off-book transactions are strictly prohibited.

8. Reporting Concerns

Any employee, vendor, business partner, or associated party who becomes aware of any actual or suspected violation of this Policy may report the concern through appropriate channels of the Company.

Concerns may be reported at: info@meyer.co.in

The Company will review all reported matters appropriately and maintain confidentiality to the extent reasonably practicable.

9. Non-Retaliation

The Company prohibits retaliation against any individual who reports a concern in good faith or participates in a review or investigation under this Policy.

10. Violations

Any violation of this Policy may result in disciplinary action, termination of employment or business relationship, and/or legal action, as applicable.

11. Policy Review

The Company reserves the right to amend or update this Policy from time to time in line with legal, regulatory, or business requirements.

12. Contact

For any clarification regarding this Policy or to report concerns related to unethical conduct, individuals may contact the Company at infor@meyer.co.in

Issued By:

Human Resources Department

Meyer Organics Private Limited