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## ANTI-BRIBERY AND CORRUPTION POLICY

- Pharmanza Herbal Pvt. Ltd. Anti-Bribery and Corruption Policy committed to comply with the highest ethical standards and all anti-corruption laws applicable in the countries in which Pharmanza Herbal Pvt. Ltd. (whether through a third party or otherwise) conducts business. It requires all Pharmanza Herbal Pvt. Ltd. employees and any third party acting for or on behalf of Pharmanza Herbal Pvt. Ltd. to ensure that all dealings with third parties, both in the private and government sectors, are carried out in compliance with all relevant laws and regulations and with the standards of integrity required for all Pharmanza Herbal Pvt. Ltd. business. Pharmanza Herbal Pvt. Ltd. values integrity and transparency and has zero tolerance for corrupt activities of any kind, whether committed by Pharmanza Herbal Pvt. Ltd. employees, officers, or third-parties acting for or on behalf of the Pharmanza Herbal Pvt. Ltd.
- Corrupt Payments - Pharmanza Herbal Pvt. Ltd. employees and any third party acting for or on behalf of Pharmanza Herbal Pvt. Ltd., shall not, directly or indirectly, promise, authorize, ratify or offer to make or make any “payments” of “anything of value” to any individual including a “government Official” for the improper purpose of influencing or inducing or as a reward for any act, omission or decision to secure an improper advantage or to improperly assist the company in obtaining or retaining business.
- Government Officials — Although Pharmanza Herbal Pvt. Ltd.’s policy prohibits payments by Pharmanza Herbal Pvt. Ltd. or third parties acting for or on its behalf to any individual, private or public, as a “quid pro quo” for business, due to the existence of specific anticorruption laws in the countries where we operate, this policy is particularly applicable to “payments” of “anything of value”, or at the request of, “government officials”.
- Facilitating Payments — for the avoidance of doubt, facilitating payments (otherwise known as “greasing payments” and defined as payments to an individual to secure or expedite the performance of a routine government action by government officials) are no exception to the general rule and therefore prohibited.

Review Date.00  
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Reviewed & Approved By:  
**Managing Director**