

Anti-bribery and Anti-corruption Policy

Jyothy Labs Limited (the Company) is committed to ethical business practices and to acting with integrity in all aspects of its business. The Company's reputation for integrity is a vital business asset that depends upon the commitment of all the Company's directors, officers, and employees everywhere to act in accordance with the Company's Code of Conduct and all applicable laws and regulations. The Company's reputation depends not only on its own conduct, but also on the conduct of those with whom it does business. It is the Company's goal to ensure that all of its business partners reflect the same high ethical standards as the Company and demonstrate a commitment to compliance with all laws governing their activities, including laws prohibiting bribery or corruption. It is therefore required that the Company's business partners share this commitment to anti-bribery compliance as set forth below:

- (a) Our business partners are aware that anti-bribery and anti-corruption laws around the world generally prohibit bribery of governmental officials and among private commercial parties, including the giving or receiving of bribes in connection with conducting business. More specifically, these laws prohibit people and organizations, or those acting on their behalf, from
 - (i) paying or offering to pay money or anything of value, directly or indirectly, to (A) a government official to influence that official to secure an improper advantage or obtain or retain business, or (B) any private person or organization to induce any person to improperly perform a function or activity in connection with a business or organization, a person's employment, or a public function;
 - (ii) requesting, agreeing to receive, or accepting a financial or other advantage in exchange for improper performance of a function or activity in connection with a business or organization, a person's employment, or a public function.

- (b) Our business partners have not undertaken and will not undertake any action that would cause them or the Company to be in violation of any anti-bribery laws, nor have they been accused of conduct that would violate any anti-bribery laws.
- (c) Our business partners understand that it is their responsibility to ensure that their employees and representatives understand and comply with this Anti-Bribery Policy.
- (d) Our business partners agrees to provide assistance and co-operation in any investigations related to potential violations of this Policy.
- (e) Our business partners understand that failure to adhere to this Anti-Bribery Policy may cause the Company to terminate the business relationship.
- (f) Our business partners understands and agrees that any performance of transaction or arrangement with the Company will be in full compliance with the Policy and all applicable anti-corruption laws and regulations, including but not limited to Prevention of Corruption Act, 1988, Prevention of Money-Laundering Act, 2002 and such other Acts, Regulations that may be framed by the Government of India from time to time.

Author and Periodic review

The Secretarial Department of the Company will be the Author of this Anti-bribery and Anti-corruption Policy and will review this Policy on regular intervals and reserves right to amend or modify this it in whole or in part, at any time without assigning any reason whatsoever. The Policy shall be disseminated on the website of the Company.

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This Anti-bribery and Anti-corruption Policy has received assent of the Board of Directors of the Company on May 18, 2021 and is applicable with immediate effect.