

TRISTAR INTERMEDIATES PVT. LTD.

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Documents No.	TIPL/CQA/P/035	Supersede	Nil
Master Copy	Anti Bribery Policy	Revision No.	NA
		Issue Date	01.04.2025
		Review Period	1 Year
		Review Date	01.04.2026

1. Purpose :

The purpose of this policy is to affirm Tristar Intermediates Private Limited commitment to conducting all business operations with the highest standards of integrity, honesty, and transparency. We have zero tolerance for bribery and corruption in any form, applicable laws, and international anti-bribery conventions.

2. Scope :

This policy applies to:

- All employees (permanent, temporary, contract, and apprentices).
- All third parties, including suppliers, vendors, contractors, consultants, and business partners.
- All company operations, transactions, and relationships globally.

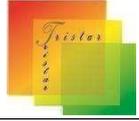
3. Policy Commitment :

Tristar Intermediates Private Limited prohibits:

- Offering, giving, requesting, or accepting bribes (cash, gifts, favours, or other benefits).
- Facilitation payments, kickbacks, or “speed money.”
- Improper advantages to influence business decisions.
- Political or charitable contributions made to gain business advantage.

4. Guiding Principles :

- **Zero Tolerance** : Any act of bribery, direct or indirect, is strictly prohibited.
- **Transparency** : All financial transactions must be properly recorded and auditable.
- **Gifts & Hospitality** : Only modest, customary business courtesies such as pen dairy etc may be accepted,
- **Conflict of Interest** : Employees must disclose any personal or financial interests that may interfere with business judgment.



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5. Responsibilities :

- **Management** : Ensure anti-bribery controls are implemented and monitored.
- **Employees** : Refuse and report any attempt at bribery.
- **Suppliers/Contractors** : Must comply with this policy as a condition of doing business with Tristar.

6. Reporting & Grievance Mechanism :

- Employees and stakeholders are encouraged to report suspected bribery or corruption through confidential whistleblowing channels.
- Reports will be investigated fairly, promptly, and without retaliation.

7. Training & Awareness :

- Regular anti-bribery training will be provided to employees and managers.
- Suppliers and business partners will be informed of this policy and required to comply.

8. Monitoring & Compliance :

- Internal audits and compliance checks will be carried out periodically.
- Violations of this policy may result in disciplinary action, termination of employment, or termination of business contracts, as applicable.

9. Continuous Improvement :

- This policy will be reviewed annually, or as required by changes in law to ensure continued effectiveness.

10. Conclusion :

Tristar Intermediates Private Limited is committed to ethical business conduct and maintaining a reputation for fairness, transparency, and integrity. By enforcing this Anti-Bribery and Anti-Corruption Policy, we ensure compliance with international standards and contribute to sustainable, responsible business practices.

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