



# Anti-Bribery and Equal Opportunity Policy

**Registered Office: INDIGO Paints Limited (Formerly INDIGO Paints Pvt Ltd)**

Indigo Tower, Street-5, Pallod Farm-2, Baner Road, Pune - 411045

T: +91 20 6681 4300, Email: [info@indigopaints.com](mailto:info@indigopaints.com), Website: [www.indigopaints.com](http://www.indigopaints.com), CIN: L24114PN2000PLC014669





## Anti-Bribery and Corruption and Equal Opportunity Policy

### 1. PREAMBLE

Indigo Paints Limited (the “Company”) is committed to maintaining the highest standards of ethical conduct, transparency, and integrity in all its business activities. This policy aims to prevent and prohibit bribery, corruption, and discrimination while promoting equal opportunity within our organization. We expect all employees, contractors, suppliers, and business partners to adhere to this policy and act in accordance with the principles outlined herein.

### ANTI-BRIBERY AND CORRUPTION:

- 1.1 **Prohibition of Bribery:** Indigo Paints Limited strictly prohibits offering, giving, soliciting, or accepting any form of bribe, kickback, or facilitation payment, whether directly or indirectly, to gain an improper business advantage.
- 1.2 **Facilitation Payments:** Facilitation payments, also known as "grease payments," are strictly prohibited. These are small payments made to expedite routine government actions or services that an organization is already entitled to receive.
- 1.3 **Gifts, Hospitality, and Entertainment:** Gifts, hospitality, or entertainment given or received in the normal course of business must be reasonable, modest, and comply with applicable laws and regulations. Any gift or hospitality that could be perceived as influencing a business decision is strictly prohibited.
- 1.4 **Charitable Contributions and Sponsorships:** All charitable contributions and sponsorships must be transparent, legal, and made with the intention of promoting a genuine charitable purpose rather than obtaining an improper business advantage.

### EQUAL OPPORTUNITY:

- 1.1 **Non-Discrimination:** Indigo Paints Limited promotes a diverse and inclusive workplace and strictly prohibits discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, or any other protected characteristic.
- 1.2 **Equal Employment Opportunity:** All employment-related decisions, including recruitment, hiring, promotions, training, compensation, and benefits, must be based on merit, qualifications, and relevant experience without regard to any protected

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characteristic.

**1.3 Harassment and Bullying:** Harassment or bullying of any form, including but not limited to verbal, physical, or written abuse, is strictly prohibited. This includes harassment or bullying based on any protected characteristic.

**1.4 Confidentiality:**

- a. All employees and candidates have the right to disclose their gender, gender identity, disability status, HIV/AIDS status, etc. or keep such information private.
- b. Any employee desiring to change their name, gender or disability status or any information relating to their medical health in the official records of the Company should contact the Human Resources team.
- c. All such information collected by the Company (as identified in pt. (a) above) from in relation to their protected characteristics will be kept confidential, and will be used in accordance with applicable laws and subject to applicable law.

**Reporting and Compliance:**

**1.1 Reporting Violations:** Employees, contractors, suppliers, and business partners are encouraged to report any suspected or actual violations of this policy through the designated reporting channels. Whistleblower protection will be provided to those reporting in good faith.

**1.2 Investigation and Disciplinary Action:** All reported violations will be promptly and thoroughly investigated. Any individual found to have violated this policy will be subject to appropriate disciplinary action, which may include termination of employment or contract, as well as legal action where applicable.

**1.3 Legal Compliance:** Indigo Paints Limited will comply with all applicable anti-bribery, corruption, and equal opportunity laws and regulations in the jurisdictions where it operates.

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