

	ASTRAL LIMITED 207/1, Astral House, Off. SG Highway, B/h. Rajpath Club, Ahmedabad - 380 059	Policy No. HR / ESG / 02 Date: 01.04.2022 Revision:01.10.2024
Policy on Anti-Corruption & Bribery		

Corporate Ethics & Values


- This policy is to ensure to conduct its operations with the highest ethical and business standards.
 - Astral is committed to fulfilling its responsibilities to its customers, employees, suppliers, investors, service providers and business partners in accordance with these high standards.
 - All employees are required to comply with the ethics and values in letter and spirit, in all their dealings.
 - All employees undergo training on Anti-Corruption and Bribery during their onboarding process. Additionally, refresher training sessions are conducted annually to ensure continued compliance and awareness.
- **Anti-corruption & bribery**

Transparency

- Astral strives to conduct its operations with the highest degree of ethical and business standards.
- Transparency in dealings is a clear focus of the Organisation.
- The integrity of the corporation is measured by the conduct of its employees, their relationships with customers, suppliers, competitors, the business and local communities, and the general public.
- Employees will be responsible for conducting themselves in an honest, transparent and ethical manner in all of their business dealings and in any external matters in which their actions may reflect on the image of the Organisation.

Avoidance of Corrupt Practices

- Bribing, gifting, politicking, fund embezzlement, direct or indirect political contributions, charitable contributions and sponsorship, lobbying of any kind for personal gains or for the work of the Organisation in any form (in cash or kind) will not be tolerated by the Organisation.
- In the event of a violation of this policy, the steering committee shall initiate appropriate measures, which includes detailed investigation & inquiry, appropriate disciplinary actions or penalties as deemed necessary.


Sandeep Engineer
Chairman & Managing Director

30.09.2024

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