

Ind-Swift Laboratories Ltd.		
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Introduction

ISLL believes in fair competition and ethical business practices. We understand that anti-competitive behavior can harm the interests of our customers and the market as a whole. Therefore, we have developed this policy to ensure that our employees, contractors, suppliers, and partners adhere to anti-competitive behavior guidelines.

Governance

Any changes to this policy shall be tracked and documented for future reference and all changes shall be performed only after prior approval of the Group HR Head.

Group HR Head shall undertake periodic review and update this policy to reflect applicable law(s) and /or latest notifications released by the regulating authorities from time to time.

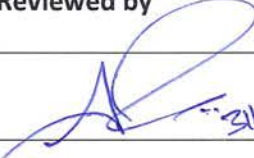
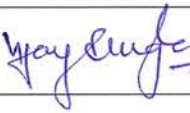
Applicability


This policy is applicable to all Associates (Associates means on-roll employees of all Ind-Swift Laboratory Ltd including Directors, Consultants, Business Partners Contractors, Trainees, Service providers of our Company and our subsidiaries, affiliates, group companies and persons or entities contractually obligated across the globe.

Prohibited Actions

Our policy prohibits any actions that restrict or eliminate competition in any market. Specifically, our employees, contractors, suppliers, and partners are prohibited from:

- Engaging in price-fixing, bid rigging, or market allocation with competitors.
- Entering into agreements or arrangements that unfairly exclude competitors from a market.
- Using their market position to engage in predatory pricing or other anti-competitive pricing practices.
- Acquiring or attempting to acquire a monopoly position in any market through anti-competitive practices.
- Sharing confidential information with competitors that could lead to anti-competitive practices.

Prepared by	Reviewed by	Approved by
		
Sr. Manager-HR	Group HR Head	Dy. COO

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Reporting Requirements


Our organization encourages employees, contractors, suppliers, and partners to report any suspected anti-competitive behavior to the appropriate authority or compliance officer. We have established channels for reporting such behavior without fear of retaliation.

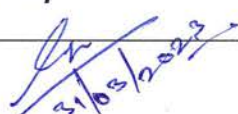
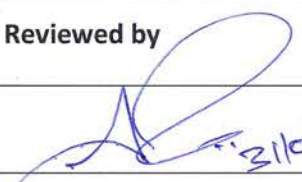
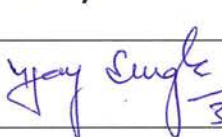
Consequences of Non-Compliance

Any violation of this policy will result in disciplinary action, including termination of employment, legal action, and other appropriate measures. We take a zero-tolerance approach to anti-competitive behavior and expect all employees, contractors, suppliers, and partners to comply with this policy.

Conclusion

ISLL is committed to ethical business practices and fair competition. We believe that our success depends on the trust and confidence of our customers and the market. We expect all employees, contractors, suppliers, and partners to adhere to this policy and help us maintain a level playing field in all markets.

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31/03/2023	31/03/2023	31/3/23
Sr. Manager-HR	Group HR Head	Dy. COO