



Analytical Instrumentation & Maintenance Systems

ANTI-BRIBERY POLICY

Analytical Instrumentation & Maintenance Systems (AIMS) is committed to implement and continually improve an effective Anti-Bribery Management System (ABMS) while taking a ZERO TOLERANCE approach to bribery and corruption. AIMS is fully committed to prevent, detect, report and eliminate bribery and corruption.

At AIMS, all of us reject corruption in all forms – direct, indirect, public or private and do not directly or indirectly engage in bribery, kick-backs, payoffs, or any other corrupt business practices.

Acceptance/offering of any gift, funds, loans, favors, all kinds of assets, entertainment, and hospitality by AIMS's employees will be regulated under Gift, Hospitality & Other Benefits Policy.

AIMS upholds and complies by all applicable laws, regulations, and the relevant international best practices relevant to countering bribery and corruption in all the global jurisdictions where we operate.

This Policy applies to all individuals working at all levels within AIMS, including Directors and employees (whether permanent, fixed-term or temporary), contractors, suppliers, service providers. AIMS has assigned and authorized an independent Anti Bribery | Anti Corruption (AB|AC) Officer for ensuring that Anti-Bribery Management System conforms to the applicable requirements.

All individuals are encouraged and expected to raise concerns, in the good faith, about any issue or suspicion of malpractice, related to bribery and corruption, at the earliest possible stage, to top management, respective immediate reporting functions and/or to the Anti Bribery | Anti Corruption (AB|AC) Officer without the fear of retaliation. (Refer Whistle-Blowing Policy).

A breach and non-adherence of this policy by any individual, working for AIMS, is dealt with immediate action, resulting in, immediate dismissal, penal consequences & impositions of penalties/fines (under law) and termination of business relationship, as applicable.

AIMS makes this policy publicly available, as documented information, in generally comprehensible language(s), aiming at increasing awareness, and to all individuals as per Bribery Risk Level.

MANAGING DIRECTOR

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