



ANTI-CORRUPTION AND BRIBERY POLICY

At Aditya Birla Fashion and Retail Limited (ABFRL), we are committed to upholding the highest standards of integrity, transparency, and ethical conduct in all our business dealings. Our Anti-Corruption and Bribery Policy reflect our dedication to a zero-tolerance approach towards bribery and corruption. The objective of this policy is to establish clear guidelines to prevent bribery and corruption across all our operations globally and ensure compliance with relevant laws and regulations.

Policy Requirements:

Zero Tolerance:

- ABFRL strictly prohibits all forms of bribery, kickbacks, or other corrupt practices by any of its employees, associates, or third parties working on behalf of the company.
- Business decisions must be made solely on legitimate factors and must not be influenced by any form of corrupt practices.

Bribes, Kickbacks, and Other Payments:

- No employee or representative of ABFRL shall offer, promise, grant, authorize, demand, or accept any form of bribe, kickback, illegal gratuity, or any other illegal goods or services, directly or indirectly, to or from any person, organization, or government representative.

Third Parties:

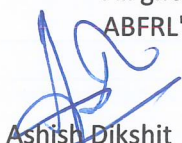
- ABFRL extends its anti-bribery and corruption policy to all third parties working for or on behalf of the company, including but not limited to consultants, subcontractors, franchisees, sales agents, and resellers.
- Third parties acting on behalf of ABFRL are strictly prohibited from offering or accepting bribes or engaging in any corrupt activities on behalf of the company.

Political Contributions:

- ABFRL does not make any direct or indirect contributions, payments, or provide property or services to candidates running for public office or to political parties, except as permitted by applicable laws and regulations.
- Employees making political contributions in their personal capacity must ensure that such contributions are not implied to be made on behalf of ABFRL.
- Company contributions to charitable organizations will be approved and authorized in accordance with the Company's policies and systems of authority.

Gifts and Entertainment:

- ABFRL prohibits employees from providing gifts or entertainment to customers, prospects, government officials, or their family members if such expenses are not incurred while conducting company business or do not adhere to the guidelines outlined in this policy.
- All gifts and entertainment expenses must be transparent, legitimate, and in compliance with ABFRL's policies and procedures.


Ashish Dikshit
Managing Director

Date: 17th July 2024

ADITYA BIRLA FASHION AND RETAIL LIMITED

Registered Office:

Piramal Agastya Corporate Park, Building 'A',
4th and 5th Floor, Unit No. 401, 403, 501, 502,
L.B.S. Road, Kurla, Mumbai - 400 070

CIN: L18101MH2007PLC233901
Tel.: +91 86529 05000
Fax: +91 86529 05400

Website: www.abfrl.com
E-mail: secretarial@abfrl.adityabirla.com