IMO Control Private Limited

IMO IN I 1.4 Anti-corruption Policy

IMO IN is committed to develop a culture of honesty and integrity. Any form of bribery and/or corruption will not be tolerated and will be subject to severe corrective measures.

Policy:

- The employees of the Company shall not accept, directly or indirectly, items such as money, gifts, loans, fees, hospitality, services, discounts, or any other advantage or benefit from any applicant entity in the expectation that a certification advantage will be received in return, or to reward any inappropriate service received.

- Souvenirs or mementos of low value may be exempted by the Company, provided that they have been declared immediately by the recipient. Failure to declare will be considered to be a form of corruption.

- The Company, or its employees, shall not offer bribes, commissions, incentives, or illegal inducements of any kind, to persons in any organization, or company, in any country to acquire clients or improve its business or to obtain licenses or access to public services.

- All payments related to the services provided by the Company shall only be paid directly to the specified account of the Company. No payment to the Company shall be made through the any employee, as cash or through their accounts, without the explicit knowledge and written permission by the Company.

- The employees of the Company will not suffer any punitive measures, or detrimental treatment, for refusing to accept or offer bribes, or similar items, even if such refusal results in the Company suffering delay in business or losing business.

- When any breach of the Company's Anti-coruption Policy is established beyond reasonable doubt, the concerned employees will be laid off.

- When any breach of the Company's Anti-coruption Policy is established beyond reasonable doubt, the concerned applicant entity will be subject to suspension or cancellation of certification.

- The conncerned persons, applicant entities, scheme owners and authorities will be informed as applicable.

- IMO IN will take all necessary steps to protect the identities of whistle blowers, internal and external, and restrict access to the information provided by such persons only to the top management of the Company.

- Any concerns or specific information about a breach of the Company's Anti-coruption Policy may be sent, with sufficient details to facilitate a fair investigation, to whistleblower@imocontrol.in

Examples:

The following may be considered to be bribes and accepting them to be corruption. These are applicable to concerned individuals and their close relatives.

- Invitation to luxury hotels, entertainments, holidays
- Offer of high value gifts, loans, cash
- Provision of free services, heavy discounts on goods & services
- Job offers
- Promise to bring new clients and additional business
- Coercion of any kind including the use of information obtained through breach of privacy

The corruption may result in

- Deliberate omission of relevant information or materials in any stage of the certification process
- Not reporting critical non-conformities
- Not auditing non-compliant facilities or documents
- Not reporting restriction of access to non-compliant facilities
- Manipulation, alteration or falsification of records or documents related to audits and certification