

PADMA

Anti-Bribery and Corruption Policy

Version: 1.02

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Owner: Padma Textiles Sustainability Department

Scope: This policy applies to all Padma Textiles employees, business partners, service providers, administrative staff, and all supply chain commercial activities.

Purpose: Padma Textiles is committed to conducting business in an ethical and honest manner. We believe that bribery and corruption are serious offences that can undermine the integrity of our business and the trust of our stakeholders. This policy is designed to prevent and detect bribery and corruption, and to ensure that Padma Textiles complies with all applicable laws and regulations.

Definitions

- Corruption is the misuse of authority, directly or indirectly, for any kind of gain.
- Bribery is the offering, promising, giving, accepting, or soliciting of anything of value with the intent to influence the behaviour of another person in a business or official capacity.

Our Commitment: Padma Textiles has a zero-tolerance policy on bribery and corruption. We will take all necessary measures to prevent and detect bribery and corruption, and we will take disciplinary action against anyone who engages in these activities.

Policy

- Padma Textiles employees are prohibited from offering, promising, or giving anything of value to any government official or employee of a public or private entity in order to obtain or retain business or any other improper advantage.
- Padma Textiles employees are prohibited from soliciting or accepting anything of value from any government official or employee of a public or private entity in order to influence the outcome of any business decision.

PADMA

- Padma Textiles employees are prohibited from engaging in any other conduct that constitutes bribery or corruption under applicable laws and regulations.

Implementation

- Padma Textiles will provide training to all employees on the company's anti-bribery and corruption policy.
- Padma Textiles will have a system in place for employees to report suspected bribery or corruption anonymously.
- Padma Textiles will investigate all allegations of bribery or corruption and take appropriate disciplinary action, up to and including termination of employment.