

Purpose:

Solwave PV Technology is committed to conducting business in an ethical, transparent, and lawful manner. This Anti-Bribery and Anti-Corruption Policy outlines our commitment to preventing bribery and corruption in all of our operations, including solar plant operations, maintenance activities, and dealings with stakeholders.

Scope:

This policy applies to all employees, contractors, sub-contractors, suppliers, and business partners of Solwave PV Technology and its subsidiaries. It covers all actions taken by the company, both in the workplace and in interactions with external stakeholders.

Policy Statement:**1. Prohibition of Bribery and Corruption**

Solwave PV Technology strictly prohibits any form of bribery or corruption, whether direct or indirect. This includes:

- Offering, giving, receiving, or soliciting bribes or kickbacks.
- Providing or accepting gifts, entertainment, or other benefits that could be construed as a bribe or corrupt practice.
- Engaging in fraudulent or deceptive business practices that lead to unfair advantages.

2. Commitment to Compliance

Solwave PV Technology will comply with all local, national, and international laws and regulations concerning anti-bribery and anti-corruption.

- We will take all necessary measures to prevent any form of bribery or corruption in our operations, ensuring that all business transactions are conducted transparently and ethically.

3. Gifts, Hospitality, and Entertainment

- While modest gifts and hospitality may be appropriate in certain situations, they should never be offered or accepted with the intention to influence business decisions.
- Employees and stakeholders must ensure that any gift, entertainment, or hospitality offered or received is appropriate, reasonable, and fully transparent.

4. Third-Party Interactions

Solwave PV Technology expects all third parties, including contractors, suppliers, agents, and business partners, to adhere to similar anti-bribery and anti-corruption standards.

- Due diligence will be conducted on third parties to ensure that they are in compliance with this policy.

5. Reporting Violations

Employees and stakeholders are encouraged to report any suspected bribery, corruption, or unethical behavior immediately. Reports can be made confidentially and without fear of retaliation.

- All reports will be investigated thoroughly, and appropriate disciplinary or legal actions will be taken.

Employee Responsibilities:

- Employees must not engage in any form of bribery or corruption, whether in their professional or personal capacities.
- Employees are responsible for understanding and adhering to this policy and must ensure they report any concerns or violations in a timely manner.
- All employees must avoid situations where their actions could be perceived as a violation of this policy.

Management Responsibilities:

- Management at all levels will lead by example, demonstrating commitment to ethical business practices and upholding this policy.
- Management will ensure that all employees receive training on anti-bribery and anti-corruption practices.
- Management will regularly review and update this policy to ensure its effectiveness and compliance with applicable laws.

Consequences of Violations:

- Any employee, contractor, or stakeholder found to be in violation of this policy will face disciplinary action, up to and including termination of employment or business relationships.
- Violations of anti-bribery and anti-corruption laws may also lead to legal action, including criminal prosecution.

Training and Awareness:

- Solwave PV Technology will provide regular training and awareness programs to ensure that employees and stakeholders are fully informed about the risks of bribery and corruption and how to avoid them.
- Employees are expected to participate in these training sessions to stay updated on best practices and legal requirements.

Review and Monitoring:

- Solwave PV Technology will periodically review this policy to ensure its relevance, effectiveness, and compliance with legal requirements.
- Regular audits and monitoring will be conducted to identify potential risks and ensure the ongoing adherence to anti-bribery and anti-corruption principles.

Date: 01-April-2024



Approved by: Harshal Sheth