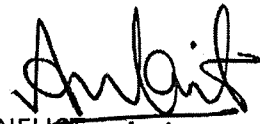


ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

Meghmani Organics Limited is committed to conducting all its business operations with integrity, fairness, transparency, accountability, and effective management of conflicts of interest, and adopts a zero-tolerance approach to bribery and corruption in any form, whether direct or indirect, monetary or non-monetary. This policy supports the prevention, detection, and reporting of bribery, corruption, and conflict of interest risks and is aligned with Indian laws and global frameworks and guidelines. This commitment shall be achieved by:

- Providing and strengthening systems and internal controls to prevent and detect bribery, corruption, and conflict of interest risks across all locations, including procurement, logistics, sales, licensing, inspections, and vendor interfaces.
- Allocating resources, awareness, and training tools to employees and high-risk functions through annual ABAC and conflict of interest training.
- Maintaining ABAC and conflict of interest risk assessment system integrated with Enterprise Risk Management, conducted periodically for high-risk roles and business processes.
- Implementing due diligence process to assess bribery, corruption, and conflict of interest risks in dealings with external stakeholders with mandatory declaration & Code of Conduct compliance
- Enforcing segregation of duties, financial approval hierarchies, and role-based authorisation limits to mitigate internal bribery risk.
- Complying with all applicable anti-corruption, conflict of interest, corporate governance, and ethical compliance requirements under prevailing laws, regulations, and recognised Anti-Bribery Management System frameworks
- Designating clear roles and responsibilities for all employees, visitors, vendors, and service providers to ensure operational discipline, transparency, and ethical compliance.
- Operating a confidential and accessible whistleblowing mechanism across all offices and sites to enable secure reporting of bribery, corruption, conflict of interest, or ethical violations without fear of retaliation
- Conducting periodic internal audits and effectiveness reviews of ABAC and conflict of interest compliance, including red flag monitoring, with violations subject to disciplinary action such as termination, vendor blacklisting, or legal escalation.
- Ensuring that all internal and external stakeholders proactively disclose and appropriately manage any actual, potential, or perceived conflict of interest that may compromise, the Anti-Bribery and Anti-Corruption framework.
- Reviewing the policy and governance mechanisms periodically and reporting progress to ensure continuous improvement and compliance.


FCONFLICT
Ankit Patel

Chairman and Managing Director
Policy release date: 28th September 2025
Revision # 01

Note: This ABAC policy shall be read in conjunction with the MOL Anti-Competitive Practices Policy, the Information Security Policy, and the Supplier Code of Conduct, which collectively define MOL's broader ethics and compliance framework. These policies cover other relevant ethics topics such as fraud, cybercrime, collusion, data protection, and cartelization—ensuring a fully integrated governance approach
