

ANIT-COMPETITIVE PRACTICE POLICY

Meghmani Organics Limited (MOL) is committed to conducting its business with integrity, transparency, and adherence to the principles of fair competition and ethical market behaviour. This policy reflects MOL's zero-tolerance approach toward any form of anti-competitive conduct, including collusion, abuse of dominant position, or any activity that undermines market fairness.

Policy Objective & Commitment

The objective of this policy is to integrate management systems to detect, prevent, and mitigate anti-competitive behaviours across all business functions and minimise risks. The organization is committed to:

- Compliance with applicable competition laws (national and international).
- Promoting a culture of integrity and fairness in all commercial dealings.
- Preventing anti-competitive risks by implementing robust internal controls and awareness.
- To build a continuously improving compliance ecosystem that adapts to emerging competitive risks.

Implementation Strategy

To operationalize this policy, MOL shall:

1. Develop and disseminate internal employee guidelines to sensitize teams on do's and don'ts in day-to-day competitive interactions.
2. Conduct Anti-Competitive Practice Risk Assessments across functions including Sales, Procurement, Marketing and others.
3. Integrate anti-competitive and risk management practices in functional workflows through training, documentation, and reporting protocols.
4. Deploy internal controls and periodic monitoring systems to highlight prohibited practices including:
 - Unusual bidding patterns or tender outcomes,
 - Exchange of sensitive information with competitors,
 - Vendor allocation collusion,
 - Improper supplier interactions or market division tactics.
5. Review and update risk registers, aligned with the legal landscape and business model.
6. Undertake training and awareness campaigns for employees in risk-prone departments.
7. Ensure leadership oversight through regular management review (MRM) and reporting.
8. Integrate policy Scope & applicability to all departments of Meghmani Organics Limited.

"We pledge to uphold competitive integrity as a basis of sustainable growth and trust."


Ankit Patel

Chairman and Managing Director
Policy release date: 13th Sept 2025
Revision # 02
