

## ANTI – BRIBERY & CORRUPTION POLICY

Bribery and corruption means giving, offering or receiving an undue reward with the intention of influencing the behavior of someone in government or business in order to obtain or retain a commercial advantage.

We at Lalan Group of Companies (Lalan Rubbers (Pvt) Ltd and Central Rubber (Pvt) Ltd) are committed to conducting our business in an honest and ethical manner and take zero tolerance approach to bribery and corruption.

Lalan employees and others working on its behalf may not offer, promise or give a bribe to anyone and may not request, agree to accept or take a bribe from anyone.

This policy applies to all individuals working at all levels and grades including senior managers, officers, directors, employees (whether permanent, fixed term or temporary) , consultants, contractors, staff, casual workers, agents or any other person associated with us.

Lalan Group of Companies' Head of Human Resources has overall responsibility for this policy. Company is responsible to implement this policy and to proactively demonstrate the Company's commitment to anti bribery and corruption in this regard.

This policy is communicated throughout the company. This policy shall be reviewed annually.

Signature (CEO):  .....

Date: 20.06.2020