

## ANTI- BRIBERY POLICY

CALS Renewable Energy India Private Limited is committed to providing prompt and effective Engineering, Procurement and Construction (EPC) solutions for Renewable Energy Power projects to our valued customers through our competent Engineers & skilled work force, use of suitable equipment & procedures by continually improving the effectiveness of Anti-Bribery management system to achieve Total customer fulfilment.

- Create Zero Corruption Environment awareness to all our Internal employees and External stakeholders
- Incidents and risk related to Bribery are preventable through continual improvement in working environment and involvement of all employees making thereby a zero corruption & incident-free workplace within our boundaries.
- Providing corruption free environment and adhering to due diligence practices and procedures and to Prevent bribery incidents,
- We commit, initiate efforts to prevent corruption and protect our work culture and making employee involvement & awareness in evolving a Anti- Bribery management system.
- Achieve customer expectations by providing quality products, service, safety, reliable and economical services, consistent on-time delivery to ensure customer satisfaction.
- We commit to achieve Zero Corruption and to enhance professional work culture
- We fulfil and comply all applicable legal and compliance requirements on Anti-bribery incidents or issues across all sites within our boundaries.
- We focus continual improvements in Anti-Bribery Management system across the organization

### **Above commitments shall be achieved by continually improving our Integrated Management System by**

- Communicating and understanding the Anti-Bribery policy at all levels of the organization and business associates.
- Set Anti-Bribery objectives with targets and review and initiate proper actions at regular intervals by Top Management
- Employees are empowered to adhere Anti-Bribery Policy requirement, Legal compliance and corruption free work culture
- Integrate best practices for corruption free work culture, prevention of Bribery risks
- Encouraging continual improvement practices across the organization.
- Ensure customer satisfaction through satisfaction survey and take appropriate actions to bring transparency and honesty in all our business activities.



**Arul Balan R**  
**Managing Director**