



## ANTI-BRIBERY POLICY

We are committed to conduct all of our business in an honest and ethical manner.

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- ▶ We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate, as well as implementing and enforcing effective systems to counter bribery.
  - ▶ We will uphold all laws relevant to countering bribery and corruption in all our activities.
  - ▶ If any employee is found involved in bribery, it needs to be escalated to the higher authorities for taking appropriate action.
  - ▶ This policy applies to all individuals working at all levels in the organization.
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- ❖ PIX provides a secure channel to its personnel and interested parties to make confidential disclosures.
- ❖ PIX will evaluate the disclosure to determine whether there is a substantial likelihood that has been disclosed.
- ❖ If such determination is made, PIX has the authority to require the *Director – Operations* to investigate the matter.

A handwritten signature in black ink, appearing to read 'Ampal Sethi', is positioned above the printed name.

**Amarpal Sethi**  
Chairman and Managing Director

Date: 01.11.2021