R. V. INDUSTRIES

ANTI-BRIBERY & BUSINESS ETHICS POLICY

Integrity • Transparency • Trust

DOCUMENT	REVISION	EFFECTIVE DATE	APPROVED BY
POL-06	**00**	**01 July 2026**	**Managing Director**

R.V. Industries is committed to conducting business honestly, fairly and transparently. Bribery, corruption, kickbacks, fraud and other unethical business practices are not acceptable in our operations or business relationships.

Our Commitments

— No Bribery or Kickbacks
Prohibit offering, promising, giving, requesting or accepting bribes, kickbacks or improper advantages.

— Legitimate Business Decisions
Conduct purchasing, sales, contracting and other commercial decisions on legitimate business considerations.

— Gifts & Hospitality
Allow gifts and hospitality only when reasonable, lawful, transparent and not intended to improperly influence a business decision.

— Conflicts of Interest
Identify and appropriately manage actual or potential conflicts of interest.

— Accurate Records
Maintain accurate business records and prohibit false, misleading or concealed transactions.

— Legal Compliance
Require employees and representatives to comply with applicable anti-bribery, anti-corruption and fraud laws.

— Partner Standards
Expect suppliers, agents and business partners to maintain equivalent standards of ethical conduct.

— Reporting Channels
Provide channels for reporting suspected misconduct and prohibit retaliation against good-faith reporting.

POLICY OBJECTIVE

Our objective is to protect the trust of customers, employees and business partners through integrity, transparency and responsible decision-making.

PREPARED BY: LEGAL & COMPLIANCE DEPARTMENT

AUTHORIZED SIGNATORY

AUTHORIZED BY: MANAGING DIRECTOR

01 July 2026
DATE

Managing Director
DESIGNATION

R.V. INDUSTRIES Jamnagar
COMPANY SEAL

CERTIFIED & ACCREDITED

ISO 9001:2015 · IATF 16949 · ISO 14001:2015 · ISO 45001:2018 · ISO 50001:2018 · RoHS Compliant

CE Marked · NSF/ANSI 61 · DIN EN 331 · AEO Certified · Export House · ZED Bronze

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