
	<b>Anti-Corruption and Bribery Policy of Glaze Corporate services Pvt. Ltd.</b>	<b>Doc. No. : PD 10</b> <b>Version : 01</b> <b>Revision : 01</b> <b>Date : 03/02/2025</b>
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## 1. PURPOSE

This policy clarifies the Glaze's policy regarding bribery and corruption. Glaze is committed to acting professionally, fairly and with integrity in all its certification activities. It is the goal of Glaze to avoid acts which might reflect adversely upon the integrity and reputation of the organization. Glaze has zero-tolerance against bribery and corruption.

## 2. POLICY

- i. Bribery and corruption are not only against our company values; they are illegal and can expose both the employee and the operator to fines and penalties, including imprisonment and reputational damage.
- ii. The employees of the Glaze shall not accept, directly or indirectly, items such as money, gifts, loans, fees, hospitality, services, discounts, or any other advantage or benefit from any operator in the expectation that a certification advantage will be received in return, or to reward any inappropriate service received. Glaze employees are strictly prohibited from receiving bribes (i.e. personal benefit for any improper advantage).
- iii. The Glaze employees shall not offer bribes, commissions, incentives, or illegal inducements of any kind, to persons in any organization, or company, in any country to acquire operators or to obtain licenses or access to public services.
- iv. Glaze shall not accept or offer bribes, or participate in corrupt practices, and have a zero tolerance for bribery and corruption in any form by any party, and follow high standards of ethical conduct around the world, including aspiring to the ten principles of the UN Global Compact (including anti-bribery).
- v. In cases where it is impractical or discourteous to return the gift, the employee may declare and surrender the gift or favor, to the Glaze as soon as possible.
- vi. Glaze employee should not accept or permit any member of his family or any other person acting on his behalf to accept any gift directly from vendors, dealers, contractors, suppliers, and anyone having business dealings with the Glaze or from their employees/relatives.
- vii. All payments related to the services provided by the Glaze shall only be paid directly to the specified account of the Glaze. No payment to the Glaze shall be made through the any employee, as cash or through their accounts, without the explicit knowledge and written permission by the Glaze.

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- viii. The employees of the Glaze will not suffer any punitive measures, or detrimental treatment, for refusing to accept or offer bribes, or similar items, even if such refusal results in the Glaze suffering delay in business or losing business.
- ix. When any breach of the Glaze's Anti-corruption and Bribery policy is established beyond reasonable doubt, the concerned employee will be terminated from his service.
- x. When any breach of the Glaze's Anti-corruption Policy is established beyond reasonable doubt, the concerned Operator will be subject to suspension or cancellation of certification.
- xi. Any concerns or specific information about a breach of the Glaze's Anti-corruption and Bribery policy may be sent, with sufficient details to facilitate a fair investigation, to [info@glazecsl.com](mailto:info@glazecsl.com) and [glazecorporateservicespvtltd@gmail.com](mailto:glazecorporateservicespvtltd@gmail.com).