



VIRUPAKSHA ORGANICS LIMITED

(WHO-GMP AND ISO 9001: 2015 Certified Company)

Corporate office: Plot No. B-4, IDA, Gandhinagar, Hyderabad – 500 037, Telangana, INDIA
Tel : +91-40-23073417, 23075816, Fax : +91-40- 23720738, Email: info@virupaksha.com

FAIR COMPETITION POLICY

Virupaksha Organics Ltd., (hereinafter referred to as "VOL ") strictly comply with applicable laws and regulations within the scope of business, abide by the highest standards of business ethics, code of conduct, comply with the principle of fair competition and transaction integrity in all business interactions. This policy applies to all employees and stakeholders of the company (including but not limited to customers, suppliers, contractors, etc.)

VOL's Fair competition Policy

1. VOL is committed to compliance with all applicable fair competition laws. To uphold this commitment, VOL Personnel shall at all times comply with applicable fair competition laws of the countries in which the Company conducts business.
2. VOL's Personnel must not provide any third party with any Company Proprietary Information except pursuant to a written, executed Confidentiality Agreement approved in advance by the Management or the concern authorised department. VOL Personnel must be especially cautious about disclosing Company Proprietary Information to any Competitor, even if a confidentiality agreement is in place.
3. VOL's Company Personnel must not attempt to obtain a Competitor's Proprietary Information from any unauthorized source.
4. VOL's Company Personnel are strictly prohibited from engaging in any behavior, either independently or through discussions or agreements with others, that is aimed at, or could be construed as, causing an unreasonable restraint or limitation on competition.
5. VOL's Company Personnel from time to time, may find themselves in the presence of Competitors (i.e., at industry trade shows, educational conferences, etc.) or otherwise in situations involving communications with Competitor personnel. Company Personnel are strictly prohibited from discussing or sharing Proprietary Information with a Competitor.

G. Chandra Mouliswar Reddy
Managing Director

VOL-P-12	Revision No: 00	Effective date: 16.09.2022
-----------------	-----------------	----------------------------



VIRUPAKSHA ORGANICS LIMITED

(WHO-GMP AND ISO 9001: 2015 Certified Company)

Corporate office: Plot No. B-4, IDA, Gandhinagar, Hyderabad – 500 037, Telangana, INDIA
Tel : +91-40-23073417, 23075816, Fax : +91-40- 23720738, Email: info@virupaksha.com

FAIR COMPETITION POLICY

6. The company takes a "Zero tolerance" attitude towards Fraud, bribery and corruption and requires all new recruits to sign the "Employee clean and honest commitment". At the same time, the company requires all partners and suppliers to sign "Procurement Agreement" to encourage employees and interested parties to conduct an anonymous report on abnormal behavior (excluding cases prohibited by law).
7. VOL upholds fair advertising and competitive standards, abide by the anti-unfair competition behavior, including but not limited to: monopoly, forced trading, illegal tying conditions of goods, commercial bribery, false propaganda, dumping, defamation, collusion, infringement of trade secrets (theft, inducement, coercion or other improper means get the business secrets of the right owner, in violation of the agreement or against the obligee's demand for keeping business secrets, disclosure, use or permit others to use the business secrets he has).
8. VOL informants and personnel been reported violation cover the company's senior management, their respective agencies, departments and staff throughout the company business management and business development processes. Informants can report cases through letters, e-mail, we chat, phone, opinion box and face to face. Customers and suppliers can report through the company's mailbox: info@virupaksha.com report. Internal staff can report through the mailbox: info@virupaksha.com

G. Chandra Mouliswar Reddy
Managing Director

VOL-P-12	Revision No: 00	Effective date: 16.09.2022
-----------------	-----------------	----------------------------