

## Ethics Communication - February – 2024



**Q: What is the meaning of Corruption?**

**A: “Corruption”** Corruption is a form of dishonesty or a criminal offense which is undertaken by a person or an organization when entrusted in a position of authority, in order to acquire illicit benefits or abuse power for one’s personal gain. Corruption can come in many forms including bribes, double-dealing, and fraud by individuals, businesses, and governments.

**Q:What is the meaning of Bribery?**

**A:“Bribery”** is an act of promising, giving, receiving, or agreeing to receive money or some other item of value with the corrupt aim of influencing official who is holding position and entrusted with power in any organization at the time of discharge of his official duties to receive favor from the Organization.

**Q: What is difference between Corruption and Bribery?**

**A:** Bribery involves giving or receiving something of value to influence a person’s actions or decisions, often in violation of the law or ethical standards. Corruption involves using power or authority for personal gain, often through illegal or unethical means.

**Q: Which are the acts of Corruption?**

**A:** Corruption can take many forms and can include behaviors like public servants demanding or taking money or favors in exchange for services, people misusing giving jobs or contracts to their sponsors, friends and families, corporations bribing officials to get lucrative deals.

**Q: Which are the acts of Bribery?**

**A:** Paying to the official inducements to secure a contract, award a license or circumvent safety or planning controls. Kick back is most common way of giving bribery. A kickback is a form of negotiated bribery in which a commission is paid to the bribe-taker in exchange for services rendered. Generally speaking, the remuneration (money, goods, or services handed over) is negotiated ahead of time in such case.

**Q: What are the consequences of giving a bribe or involving in corruption?**

**A:** Giving/ Receiving bribery is punishable under Indian Penal Code and Prevention of Corruption Act which can be imprisonment or fine or both. Further Ethics Committee is also empowered to investigate on any complaint received for corruption and take appropriate decision in case offense is proved.

**Q: What are the measures taken by the Company to prevent practices relating to the Corruption and Bribery?**

**A:** The Company has adopted following guidelines under its Anti-bribery Management System with an aim to allow organization to detect, prevent and address bribery and corruption:

1. HR/65 – Guideline on Prevention of Corruption and Bribery for Employees
2. HR/66 – Guideline on Code of Conduct
3. HR/67 – Guideline on Prevention of Fraud
4. HR/68 – Guideline on Conflict of Interest
5. HR/69 – Guideline on Whistle-blower

Further to the above, the Company is arranging third party audit through Intertek London to monitor implementation of its Anti bribery Management System in the Company annually and has received its certification under ISO:37001:2016 valid upto 28July2026.

The guidelines and certificate are available on the website of the Company.

**If you find any violation of violation of Anti-Corruption and Anti-Bribery guideline/s of the Company, you should report the same in following manner;**

**In case you are an employee** by login to the website (SGC and ethicsline link) or by an email to [ethicsline@gfl.co.in](mailto:ethicsline@gfl.co.in)

**In case you are any Stakeholder** by email to [ethicsline@gfl.co.in](mailto:ethicsline@gfl.co.in)

Please note that Employee and Stakeholder Grievance or Concern will be directed to the Chief Ethics Officer without disclosing their identity.

