



## Anti-Bribery and Anti-Corruption Policy

Himalayan Safety Solution Nepal Pvt. Ltd. is committed to conducting its business with the **highest standards of integrity, transparency, and ethical behavior**. The organization has a **zero-tolerance policy** toward bribery, corruption, and any form of unethical practices.

### **Policy Objectives:**

- Prevent and eliminate **bribery, corruption, and unethical practices** in all organizational activities.
- Ensure compliance with **national laws, international standards, and industry best practices**.
- Promote a culture of **honesty, accountability, and transparency** among employees, contractors, clients, and stakeholders.
- Provide a **clear framework for reporting and addressing** suspected bribery or corruption.

### **Scope:**

This policy applies to **all employees, management, contractors, suppliers, clients, and stakeholders** associated with Himalayan Safety Solution Nepal Pvt. Ltd. It covers all forms of **gifts, inducements, facilitation payments, or improper advantages** in business dealings.

### **Responsibilities:**

- **Employees and Stakeholders:** Must not offer, accept, or solicit bribes or engage in corrupt practices.
- **Management:** Ensure implementation of anti-bribery measures and take disciplinary action in case of violations.
- **Reporting:** Any suspected bribery or corruption must be reported immediately to management or the designated compliance officer.

### **Reporting and Protection:**

- Reports of bribery or corruption will be **investigated confidentially** and impartially.
- Individuals reporting in good faith are **protected from retaliation or adverse action**.



**Deepak Lamichhane**  
Managing Director

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