



ANTI-CORRUPTION POLICY

INTRODUCTION

Corruption and bribery are illegal and unethical. They destabilize communities, undermine the rule of law, and pose serious threats to sustained economic progress and the healthy operation of markets. Failure to address the risk of corruption and bribery may undermine our reputation and lead to investigations, fines and/or other penalties for the institution and/or individuals.

International Institute of Technology and Management Education and its employees shall not engage in corruption and we shall never pay bribes, regardless of local custom or practice. Our position on corruption is very clear, the offer, payment, authorization, solicitation and acceptance of bribes and other improper advantages is unacceptable.

SCOPE

This policy applies to all employees, directors and managers, as well as contractors under our direct supervision, working in head office, branch area, directly or indirectly controlled or operated by us.

OUR COMMITMENT

- **International Institute of Technology and Management Education** shall not tolerate bribery of any kind, whether to a public official or a private individual. We shall never offer, provide or authorize bribes of any kind, including facilitation payments, either directly or indirectly, to a public official or a private individual.
- We shall never request or accept bribes of any kind, either directly or indirectly.

A bribe may be monetary or non-monetary, tangible or intangible. A bribe may take the form of, or be facilitated through.

- Payments of money, Gifts or entertainment
- Discounts, loans and/or financing given on non-commercial terms
- Rebates or kickbacks in related to services provided
- Overpayments to business partners
- Use of assets at a discount or free of charge
- Employment or internships, or
- Information or assistance

Our policy supports our values and Code of conduct and reflect what is important to us. We take breaches of our policy seriously. Depending on the severity of the breach, consequences may range from a warning to termination of employment. The overall responsibility to maintain and implement this policy stays with Managing Director or his subordinates. This policy shall be reviewed annually or whenever necessity arises.