



ANTI FRAUD POLICY

Policy approved by	:	Board of Directors of Supriya Lifescience Limited
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1. PREAMBLE:

The corporate policy for fraud prevention & detection is established to facilitate the development of controls which will aid in the detection and prevention of fraud against the Company. It is the intent of the Company to promote consistent organizational behavior by providing guidelines and assigning responsibility for the development of controls and conduct of investigations.

2. POLICY OBJECTIVES:

The "Fraud Prevention Policy" has been framed to provide a system for detection and prevention of fraud, reporting of any fraud that is detected or suspected and fair dealing of matters pertaining to fraud. The policy will ensure and provide for the following: -

- (i) To ensure that Management is aware of its responsibilities for detection and prevention of fraud and for establishing procedures for preventing fraud and/or detecting fraud when it occurs.
- (ii) To provide a clear guidance to employees and others dealing with them from involvement in any fraudulent activity and the action to be taken by them where they suspect any fraudulent activity.
- (iii) To conduct investigations into fraudulent activities.
- (iv) To provide assurances that all suspected fraudulent activity will be fully investigated.

3. SCOPE OF POLICY:

The policy applies to any fraud, or suspected fraud involving employees of Supriya Lifescience Ltd. (full time or contractual) as well as representatives of vendors, suppliers, contractors, consultants, service providers or any outside agency(ies) doing any type of business with Supriya.

4. WHAT IS FRAUD

As per Companies act 2013 Section 447 of the company act defines fraud as follows:

Fraud concerning affairs of a company or anybody corporate include Any act, Omission Concealment of any factor, Abuse of position, committed by any person or any other person with the connivance in any manner, with intent to deceive, to gain undue advantage from, or to injure the interests of, the company or its shareholders or its creditors or any other person, whether there is any wrongful gain or wrongful loss.

5. ACTIONS CONSTITUTING FRAUD:

The list given below is only illustrative and not limited to: -

- (i) Forgery or Modification of any document or account belonging to the Company
- (i) Misappropriation of funds, securities, supplies or other assets by fraudulent means etc.
- (ii) Forgery or alteration of cheque, bank draft or any other financial instrument etc.
- (iii) Willful suppression of facts / deception in matters of appointment, placements, submission of reports, tender committee recommendations etc. as a result of which a wrongful gain(s) is made to one and wrongful loss(s) is caused to the others.

- (iv) Falsifying records such as pay-rolls, removing the documents from files and / or replacing it by a fraudulent note etc.
- (v) Utilizing Company funds for personal purposes.
- (vi) Authorizing or receiving payments for goods not supplied or services not rendered. Destruction, disposition, removal of records or any other assets of the Company with an ulterior motive to manipulate and misrepresent the facts so as to create suspicion/suppression/cheating as a result of which objective assessment/decision would not be arrived at.
- (vii) Any other act that falls under the gamut of fraudulent activity.

6. REPORTING FRAUD:

- (i) Any employee (full time, part time or employees appointed on ad hoc / temporary/contract basis), representative of vendors, suppliers, contractors, consultants, service providers or any other agency(ies) doing any type of business with Supriya as soon as he / she comes to know of any fraud or suspected fraud or any other fraudulent activity must report such incident(s).
- (ii) Such reporting shall be made to the Group Head Manufacturing / Group HR Head.

If, however, there is shortage of time such report should be made to the immediate reporting manager whose duty shall be to ensure that input received is immediately communicated to the Group Head Manufacturing / Group HR Head.

- (iii) The reporting of the fraud normally should be in writing. In case the reporter is not willing to furnish a written statement of fraud but is in a position to give sequential and specific transaction of fraud/suspected fraud, then the officer receiving the information should record such details in writing as narrated by the reporter and also maintain the details about the official / employee / other person reporting such incident.
- (iv) Reports can be made confidentially and the person to whom the fraud or suspected fraud has been reported must maintain the confidentiality with respect to the reporter and such matter should under no circumstances be discussed with any unauthorized person.
- (v) All reports of fraud or suspected fraud shall be handled with utmost speed and shall be coordinated by nominated persons. Officer receiving input about any suspected fraud/nodal officer(s) shall ensure that all relevant records documents and other evidence is being immediately taken into custody and being protected from being tampered with, destroyed or removed by suspected perpetrators of fraud or by any other official under his influence.

7. INVESTIGATION PROCEDURE:

- (i) The Plant Head will refer the details of the Fraud/suspected fraud to the HR Department of Supriya Lifescience Ltd, for further appropriate investigation and needful action.
- (ii) This input would be in addition to the intelligence, information and investigation of cases of fraud being investigated by the HR Department of their own as part of their day-to-day functioning.
- (iii) After completion of the investigation, due & appropriate action, which could include administrative action, disciplinary action, civil or criminal action or closure of the matter (if it is proved that fraud

is not committed etc.) depending upon the outcome of the investigation, shall be undertaken under the relevant rules of Supriya.

- (iv) HR Department shall apprise Management about the results of the investigation undertaken by them. There shall be constant coordination maintained between the two.
- (v) The Criminal Proceedings may be initiated by Plant head after obtaining approval of Management to lodge First Information Report (FIR) with the concerned Police Authorities, in case Contractor is found to be involved in fraudulent practices.

8. RESPONSIBILITY FOR FRAUD PREVENTION:

- (i) Every employee (full time, part time, ad hoc, temporary, contract), representative of vendors, suppliers, contractors, consultants, service providers or any other agency(ies) doing any type of business with Supriya, is expected and shall be responsible to ensure that there is no fraudulent act being committed in their areas of responsibility/control. As soon as it is learnt that a fraud or suspected fraud has taken or is likely to take place, they should immediately apprise the same to the concerned as per the procedure.
- (ii) All controlling officers shall share the responsibility of prevention and detecting and for implementing the Fraud Prevention Policy of the Company. It is the responsibility of Cluster HR Head to ensure that there are mechanisms in place within their area of control to:
 - (iii) Familiarize each employee with the types of improprieties that might occur in their area.
 - (iv) Educate employees about fraud prevention and detection.
 - (v) Create a culture whereby employees are encouraged to report any fraud or suspected fraud which comes to their knowledge, without any fear of victimization.
 - (vi) Promote employee awareness of ethical principles
- (vii) Due amendments shall be made in the general conditions of contracts of the organization wherein all service providers/vendors/consultants etc. shall be required to certify that they would adhere to the Fraud Prevention Policy of Supriya and not indulge or allow anybody else working in their organization to indulge in fraudulent activities and would immediately apprise the organization of the fraud/suspected fraud as soon as it comes to their notice. These conditions shall form part of documents both at the time of submission of bid and agreement of execution of contract.

9. ADMINISTRATION AND REVIEW OF THE POLICY:

The Unit HR Head shall be responsible for the administration, interpretation, application and revision of this policy. The policy will be reviewed and revised as and when needed.

	Reviewed by:	Approved by:
Name	Krishna Raghunathan	Dr. Saloni Wagh
Designation	Chief Financial Officer	Managing Director
Signature		
Date		