

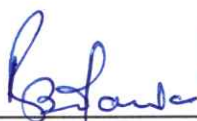
Anti-Corruption & Anti Bribery Policy

Ver.1 dated 19th August,2026

Disclaimer: This policy has been developed and is being practiced by Indian Grameen Services (IGS) as part of its commitment to strengthening organizational governance, transparency, accountability, and responsible practices.

Approved by Board of Directors, Indian Grameen Services on 19th August 2026

Signature: _____



Name: Radheshyam Solanki

Designation: Chief Executive Officer



INDIAN GRAMEEN SERVICES

Head Office: 3rd Floor, Surabhi Arcade, Bank Street, Koti-Hyderabad- 500001, Telangana

Reg. Office: F-5, Kailash Colony, Part-1, New Delhi-110048

Website: www.igsindia.org.in

IGS CIN No- U85320DL1987NPL027141

Indian Grameen Services is a national-level Registered Non-Profit Organization (RNPO) with over four decades of journey as a development catalyst, established in 1987 under Section 8 of the Companies Act, 2013. We are committed to address complex challenges in India, by design and implementing innovative, demand-driven, impact-oriented, and cost-effective Livelihood solutions. Its work is primarily focused on resource-deficient marginalized communities, vulnerable and poverty-affected geographies, in Central, Eastern, and North-Eastern India. IGS contributes to the broader goal of promoting sustainable livelihoods, with a strong emphasis on improving the wellbeing of rural and peri-urban communities, including women and marginalized populations.

The purpose of this Anti-Corruption and Anti-Bribery Policy is to establish a clear framework for preventing, identifying, reporting, and addressing acts of corruption, bribery, fraud, and other forms of unethical conduct within or associated with Indian Grameen Services (IGS). The Policy seeks to uphold the highest standards of integrity, transparency, accountability, and ethical conduct in all activities and relationships of IGS, including its engagement with communities, government authorities, donors, CSR partners, vendors, consultants, implementing partners, and other stakeholders. It defines the principles, responsibilities, prohibited practices, reporting mechanisms, and consequences for violations, thereby ensuring that all persons acting on behalf of or representing IGS conduct themselves in accordance with applicable laws, organisational values, and ethical standards. Through this Policy, IGS reaffirms its commitment to a zero-tolerance approach towards bribery and corruption and to maintaining a culture of integrity and responsible governance across all its operations.

1. Indian Grameen Services has a great responsibility to avoid corruption and secure that the funds are spent correctly toward beneficiaries, volunteers, and the organisation.
2. The Anti-Corruption Policy aims to ensure that organisation operates with transparency, accountability, and integrity. It aims to guide our staff, volunteers, partners, and associates in identifying and avoiding acts of corruption and to establish clear procedures for reporting and addressing any corrupt activities.
3. Employees or interns or volunteers or members of organisation are responsible for upholding and promoting the highest standards of ethical and professional conduct. Corruption is defined as the misuse of entrusted power for private gain. Corruption is best known as bribery, fraud, embezzlement, and conflict of interest.
4. The purpose of this anti-corruption policy is to support a behaviour characterised by high standards of personal and organisational integrity, both internally and with other external stakeholders or partners.
5. Organization and its staff should avoid any inexpedient conflicts of interest real or potential between personal interest and the interest of the organisation. Conflict of interest arises from situations in which an employee/volunteer have a private interest that could influence organisation's professional performance. The staff member is expected to show good judgment and when in doubt, contact the reporting officer/supervisor.
6. Organisation's staff will not seek to influence any person or institution for private purpose by using our position or offering them personal advantages. Likewise, Organisation's staff will not use organisation property, facilities, services, and financial resources for private purposes except when permission is given. Relations to suppliers must not be used to gain reduced price on e.g., computers, cars, food, consultant support or travelling for private use.
7. Fraud is defined as economic crime involving deceit, trickery, or false pretences, by which someone gains advantages or funds unlawfully. Embezzlement is defined as

B. S. S. S.



- the misappropriation of property or funds legally entrusted to someone in their formal position.
8. Organisation, or staff or member will not give, encourage, or accept bribery in any form. Organisation or staff or member will not favour friends, family, or other personal relations in recruitment, procurement, aid delivery or any other situations. Appointments, promotions, and decisions would be based on merit, qualifications, and abilities.
 9. To respect local traditions, customary practices, and conventional hospitality, IGS recognises that occasional exchange of modest gifts may occur in the course of its work. "Minor gifts" under this Policy shall generally mean gifts of a nominal value not exceeding ₹2,000 per occasion, provided that the gift is customary, infrequent, transparent, and does not create or appear to create an obligation or expectation of preferential treatment. The cumulative value of gifts received from the same individual, organisation, vendor, partner, or other stakeholder should not exceed ₹5,000 in a financial year.
 10. All complaints and corruption complaints in organisation, partner organisations or other incidents related to organisation activities must be reported into the complaint mechanism. Complainants need to contact info@igsindia.org.in. Personal security and safety should never be compromised to live up to this policy. The complaint will be handled confidentially, with respect for the complainant and follow the due process of investigation.
 11. The employees/interns/volunteers/members of the organisation are obligated to follow this anti-corruption policy and report breaches of the policy.

B. S. Rao

