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Approved By: PROPRIETOR Dot. Next



Anti-Bribery & Corruption Policy

1. Purpose

At DOT NEXT Technologies, we are committed to conducting business with integrity, transparency, and fairness. This policy establishes our **zero-tolerance approach** to bribery, corruption, and unethical practices in all business dealings.

2. Scope

This policy applies to:

- All employees (permanent, temporary, contractual, interns).
- Contractors, consultants, and third-party business partners.
- Any individual acting on behalf of DOT NEXT Technologies.

3. Policy Statement

- No one acting on behalf of the company may **offer, give, request, or accept** any form of bribe, facilitation payment, kickback, or improper advantage.
- Employees must avoid **conflicts of interest** and declare any situation that may appear improper.
- All business dealings must comply with **applicable laws and international best practices**.

4. Reporting Mechanism

DOT NEXT Technologies encourages employees, contractors, vendors, and partners to report any suspected or actual instance of bribery, corruption, or conflict of interest.

Reports may be submitted through:

- **Confidential Email:** contact@dot-next.in

All reports will be treated **confidentially, fairly, and investigated promptly**. Retaliation against any person who raises a concern in good faith is strictly prohibited.

5. Consequences of Non-Compliance

Failure to comply with this policy may result in:

- Disciplinary action, including termination of employment or contract.
- Legal proceedings under applicable anti-bribery and anti-corruption laws.

6. Review & Updates

This policy will be **reviewed annually** or as required to ensure ongoing alignment with international standards and evolving legal requirements.

7. Document Control

Version	Date	Prepared By	Reviewed By	Approved By	Changes / Remarks
1.0	01.04.2023	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Initial Release
2.0	01.04.2024	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Annual Review – Minor Edits
3.0	01.04.2025	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Reporting Mechanism Section Added

Signed: *Ajit Hogade*
AJIT VIJAY HOGADE | PROPRIETOR
DOT NEXT TECHNOLOGIES
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