

Anti-Trust & Competition Policy

Applies To: Employees, agents, suppliers, and partners working for or on behalf of Maxwell

1. Purpose

To ensure all employees, agents, suppliers, and partners follow anti-trust and competition laws in Maxwell's operations, promoting fair and lawful business practices.

2. Scope

This policy applies to all personnel working for or on behalf of Maxwell.

3. Key Policy Points

Maxwell is committed to maintaining fair business practices and complying with antitrust requirements.

Anti-trust principles include prohibiting:

- Price fixing (agreeing on rates with competitors)
- Bid rigging (co-ordinating tender submissions)
- Market allocation (dividing customers or territories)
- Sharing sensitive information with competitors
- Boycotts that restrict fair competition

Maxwell upholds free and fair competition in alignment with:

- FIDI Anti-Trust Charter
- Competition Act of India (2002)
- Applicable anti-trust laws worldwide

No individual or affiliate may seek advantage through unethical or anti-competitive practices.

4. Training & Awareness

- New employees receive induction training.
- Existing employees receive updates through internal communication and training.

5. Reporting & Consequences

- Employees or suppliers may confidentially report suspected violations to HR/Management.
- HR/Management will investigate and take necessary disciplinary action.

6. Review

This policy is reviewed annually or when operational changes require.
