



Anti-Bribery Policy

www.dascert.com

Effective Date: 24 Oct, 2024
Approved by: CEO/Board of Directors
Version: 1.0

1. Purpose

The purpose of this Anti-Bribery Policy is to establish a zero-tolerance stance toward bribery and corruption and to ensure compliance with all applicable anti-bribery laws and regulations, including but not limited to the Pakistan Prevention of Corruption Act, and international standards such as ISO 37001.

2. Scope

This policy applies to all employees, officers, directors, contractors, consultants, agents, and any other person associated with DAS Certification (Private) Limited, regardless of their location or function.

3. Policy Statement

DAS Certification (Private) Limited strictly prohibits:

Offering, promising, giving, soliciting, or accepting any bribe or unlawful incentive in any form (cash, gifts, hospitality, or favors) to obtain or retain business or to gain any unfair advantage.

Making facilitation payments or unofficial payments to government officials or regulatory agencies.

Any form of corruption, extortion, kickbacks, or misuse of influence.

DAS is committed to conducting all of its business dealings honestly, fairly, transparently, and with the highest standards of integrity.

4. Responsibilities

Top Management: Responsible for implementing and promoting a strong anti-bribery culture.

Compliance Officer (if designated): Oversees compliance with this policy and investigates reports of violations.

Employees and Representatives: Must read, understand, and comply with this policy and report any suspected or actual breaches.

5. Acceptable Practices

The following are acceptable only if they are:

Modest and proportionate (e.g., low-value hospitality)

Compliant with local laws and DAS policies

Not intended to influence business decisions or gain improper advantage

6. Reporting and Whistleblowing

All employees and stakeholders are encouraged to report any concerns or suspicions of bribery in good faith. Reports can be made confidentially to:

Email: compliance@dascert.com

Hotline: [+923340567567]

DAS Certification guarantees protection against retaliation for whistleblowers who report in good faith.

7. Disciplinary Action

Violations of this policy will lead to disciplinary action, which may include:

Termination of employment or contract

Legal prosecution and penalties

Reputational consequences for the company and individuals involved

8. Training and Awareness

All relevant staff shall undergo regular anti-bribery training to ensure awareness of risks, responsibilities, and reporting procedures.

9. Review and Updates

This policy shall be reviewed annually and updated as required to reflect changes in legislation, standards, or company operations.

10. Declaration

All employees, contractors, and third parties acting on behalf of DAS Certification must sign a declaration confirming their understanding and commitment to comply with this Anti-Bribery Policy.

Chief Executive Officer

DAS Certification (Private) Limited