

**Policy: Fraud Prevention**

1 Purpose

The purpose of this policy is to affirm the Company's commitment to conducting business in accordance with the highest moral and ethical standards, while ensuring full compliance with all applicable laws and regulations. The Company adopts a zero-tolerance approach towards fraud by any Director, employee, or third party, and is dedicated to implementing effective measures to prevent, detect, and address fraudulent activities, as well as to safeguard the Company from any fraud committed against it.

2 Scope

Organization wide including its agents, contractors, vendors, interns, associates, customers, third parties and business partners.

3 Responsibility

Management, Corporate Affairs, Finance & Accounts and Human Resource Department

4 Policy

House of Diagnostics Healthcare Pvt. Ltd. adopts a zero-tolerance approach towards fraud by any Director, employee, or third party, and is dedicated to implementing effective measures to prevent, detect, and address fraudulent activities, as well as to safeguard the Company from any fraud committed against it.

5 Definitions

**Fraud**

In relation to a Company or any body corporate, *fraud* includes any act, omission, concealment of fact, or abuse of position—by any person, alone or with others—that is intended to deceive, gain undue advantage, to harm the interests of the Company.

**Examples of Fraud** (not limited to):

- Forging or altering Company documents, records, or accounts.
- Unauthorized disclosure of confidential or proprietary information.
- Misappropriating Company funds, securities, supplies, or assets.
- Using Company resources for personal benefit.
- Suppressing facts or providing false information in appointments, reports, or other submissions.

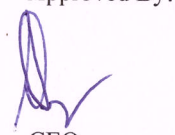
Prepared By:

  
Quality Manager

Reviewed By:

  
COO

Approved By:

  
CEO  
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## House of Diagnostics

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- Any other act defined as fraud under applicable laws.

If any Company personnel have doubts about whether an activity may constitute fraud, they should contact **ceo@hod.care** for clarification.

### 6 Prohibition of Fraud

#### 6.1 Protection of Company Assets

All Company Personnel are responsible for safeguarding the Company's assets against any unauthorized use, misuse, or losses, and for ensuring compliance with all applicable Company policies.

#### 6.2 Prohibition of Fraudulent Acts

Company Personnel are strictly prohibited from engaging in any acts that may be considered fraudulent, constitute cheating, or involve a breach of trust reposed by the Company.

#### 6.3 Reporting of Suspected Fraud

If any Company Personnel suspects that fraud is being committed in or against the Company, they must immediately report the matter in accordance with the procedures outlined in the Company's Whistleblower Policy.

- Reports must include all relevant details and any supporting evidence related to the suspected fraud.

#### 6.4 Cooperation with Investigations

All Company Personnel are required to fully cooperate with any inquiry or investigation initiated by the Company regarding suspected fraud.

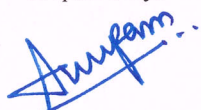
### 7 Reporting and Escalation of Policy Breaches

7.1 Under this Policy, all Company Personnel are required to promptly and without delay report any concerns regarding a breach of this Policy at the earliest possible stage, in accordance with the procedure set out in the Company's Whistleblower Policy.

7.2 The Company is committed to ensuring that no form of intimidation, interference, discrimination, or retaliation (including, but not limited to, disciplinary action, transfer, demotion, or denial of promotion) will be tolerated against any individual who:

- Makes a good-faith complaint regarding a violation of this Policy; or
- Cooperates in the investigation of such a complaint.

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### 8 Violation of the policy

- 8.1 Any violation of this Policy, any retaliation for raising concerns under this Policy, or any retaliation for assisting in an investigation regarding violations of this Policy shall be treated as a serious breach. Such actions may result in disciplinary measures, including termination of employment/contract, in accordance with applicable laws and the terms of the concerned Company Personnel's employment or contract.
- 8.2 The Company may initiate appropriate legal proceedings against any delinquent employee(s) or officer(s), as defined under the Whistleblower Policy, to recover losses suffered due to fraud. The Company also reserves the right to take action under applicable criminal laws.
- 8.3 Without prejudice to other remedies available under applicable laws, where an internal inquiry or investigation confirms that an employee or officer has committed fraud resulting in direct or indirect monetary loss to the Company, the Company shall have the right to withhold or deduct an amount equivalent to the loss from any payments due or payable to the concerned individual. Such payments may include salary, fees, reimbursements, perquisites, entitlements, or any other amounts.

### AMENDMENT

Sr. No.	Rev No.	Amendment Date	Amendment made	Reason	Signature of Q. Mgr.


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