

Gift policy

Details	
Primary Owner	Compliance
Applies to	Crisil Limited and its subsidiaries
Version	V.01.2023
Last review date	November 07, 2023
Review cycle of document	Annual (once every calendar year)

Applicability and Overview

Crisil¹ is committed to doing business strictly on the basis of the value of products and services offered and purchased and not on the basis of gifts or offers we extend or accept. We have very stringent rules in place that Employees² (includes Immediate Relative) are required to adhere to.

1. Definition

A gift is anything of value and can take many forms including meals or refreshments; goods or services; tickets to entertainment or sporting events; the use of a residence, vacation home or other accommodations; a raffle prize; travel expenses; a product or service discount; or charitable or political contributions, etc. made on behalf of an Employee.

2. Requirements

- Employees should never give or accept any gift, entertainment, consideration, benefit or privilege (including discounts on personal purchases not offered to all Crisil employees) where the value
 - I. is not reasonable in its business context or
 - II. places the recipient under a real or perceived obligation to the giver.
- Gifts that are intended to or would result in favourable treatment or influence a business decision, regardless of the amount or value involved, should never under any circumstances be given or accepted.
- Providing gifts, travel, meals or entertainment to a public official or private individual is never permitted if it could reasonably be understood as an effort to improperly influence an official action or obtain a business advantage for Crisil.
- An employee should not accept, and should notify his/her supervisor, if offered, any gifts, entertainment or anything else of value from a competitor, customer/client or anyone who conducts or seeks to conduct business with Crisil, other than (i) Nominal Gifts or (ii) Ordinary Business Entertainment, as those terms are defined below.
- Nominal Gifts are gifts of token to modest value that will not place the recipient under any real or perceived obligation to the donor or gifts used for advertising or promotion, as long as they are customarily given in the regular course of business.
- Ordinary Business Entertainment, such as lunch, dinner, theatre, sporting events and the like, is appropriate where it is reasonable in its business context and the purpose is to hold bona fide business discussions or to foster better business relations.
- Specific prohibitions include:
 - No cash or cash-equivalent may be given or received – this can include cheques, travellers cheques, money orders – unless given or received under a Crisil-sanctioned sponsored program
 - Any gift or entertainment, irrespective of amount, which is, or appears to be, linked to a competitive procurement or bidding process
 - Soliciting or encouraging gifts to be given by business contacts

¹ Crisil includes Crisil Limited and its subsidiaries

² Includes Off-roll personnel

- Providing a service or subscription for free in lieu of payment, for which Crisil would otherwise charge, excluding any Crisil sanctioned program in connection with regulators or regulatory agencies;
- Charitable giving used as a mechanism to conceal payments made to improperly Influence anyone with decision making authority
- Gifts or Entertainment that is not permitted under this Policy, must be returned In any of the above events, compliance should be notified immediately. Business/function specific prohibitions may also apply.

3. Disciplinary Action

Crisil takes violations of this Policy seriously. Failure to comply with this Policy, could result in disciplinary action up to, and including, termination of employment.

4. Relationship to other Policies

This policy shall be read in conjunction with other applicable policies.

Review history

Version No	Date of review	Effective Date
V.01.2023	November 07, 2023	November 07, 2023
V.01.2022	November 15, 2022	November 18, 2022
V.01.2021	March 11, 2021	April 12, 2021
2019.09.01	September 16, 2019	September 16, 2019

About Crisil

Crisil is a global, insights-driven analytics company. Our extraordinary domain expertise and analytical rigour help clients make mission-critical decisions with confidence.

Large and highly respected firms partner with us for the most reliable opinions on risk in India, and for uncovering powerful insights and turning risks into opportunities globally. We are integral to multiplying their opportunities and success.

Headquartered in India, Crisil is majority owned by S&P Global.

Founded in 1987 as India's first credit rating agency, our expertise today extends across businesses: Crisil Ratings, Crisil Intelligence, Crisil Coalition Greenwich and Crisil Integral IQ.

Our globally diverse workforce operates in the Americas, Asia-Pacific, Europe, Australia and the Middle East, setting the standards by which industries are measured.

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