

Fair Competition and Anti-Trust Policy

Purpose: ILeri is committed to maintaining a competitive, ethical, and compliant business environment. This policy outlines our commitment to fair competition and compliance with anti-trust laws in every jurisdiction in which we operate.

Policy Statement:

1. Compliance with Anti-Trust Laws:

- ILeri and its employees shall strictly adhere to all applicable anti-trust laws, ensuring compliance with laws that promote fair competition and prevent anti-competitive behavior.

2. Prohibition of Unfair Business Practices:

- ILeri prohibits any unfair or anti-competitive business practices, including but not limited to price fixing, market allocation, bid rigging, or monopolization.

3. Price Competition:

- ILeri is dedicated to competing on the basis of price, quality, and innovation, and will not engage in anti-competitive practices, such as collusion with competitors to fix prices.

4. Market Allocation:

- ILeri will not engage in agreements with competitors that divide markets or customers, restrict competition, or unfairly allocate resources.

5. Bid Rigging:

- ILeri strictly prohibits bid rigging, which includes conspiring with competitors to manipulate the bidding process to our advantage or the detriment of others.

6. Exclusive Dealing:

- ILeri will not force customers or partners to deal exclusively with our company or limit their options unfairly.

7. Tying Agreements:

- ILeri will not engage in tying agreements where customers are compelled to purchase one product or service as a condition for buying another unless such agreements are legally permissible.



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8. Predatory Pricing:

- Ileri will not engage in predatory pricing practices aimed at driving competitors out of the market by pricing products below cost.

Responsibilities:

- All employees are responsible for complying with this Fair Competition and Anti-Trust policy.
- Any employee who becomes aware of a potential violation of this policy is obligated to report it to their supervisor or the designated compliance officer.

Training and Education:

- Ileri will provide regular training and educational programs to employees to ensure understanding and compliance with anti-trust laws and fair competition principles.

Enforcement:

- Violations of this policy may result in disciplinary action, up to and including termination of employment, and may also lead to legal action if warranted.

Review and Updates:

- This policy will be reviewed periodically to ensure its effectiveness and relevance. Updates and amendments will be made as necessary to reflect changes in anti-trust laws or business practices.

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