

## **COMPLIANCE MEMORANDUM – REGULATORY & LEGAL OBLIGATIONS**

From: Compliance Function

To: All Personnel

Company: VARIANT CONSULTING GROUP PRIVATE LIMITED

Date: 1 September 2023

Subject: Legal, Regulatory, and Contractual Compliance

### **1. PURPOSE**

This Memorandum communicates mandatory compliance obligations applicable to all Company activities.

### **2. COMPLIANCE REQUIREMENT**

All personnel shall:

- a) comply with applicable laws and regulations;
- b) adhere to contractual commitments;
- c) cooperate with audits and investigations.

### **3. REPORTING OBLIGATIONS**

Suspected violations of law or policy shall be reported promptly and confidentially.

### **4. NON-RETALIATION**

The Company prohibits retaliation against individuals reporting concerns in good faith.

### **5. ENFORCEMENT**

Non-compliance may result in disciplinary action and legal consequences.