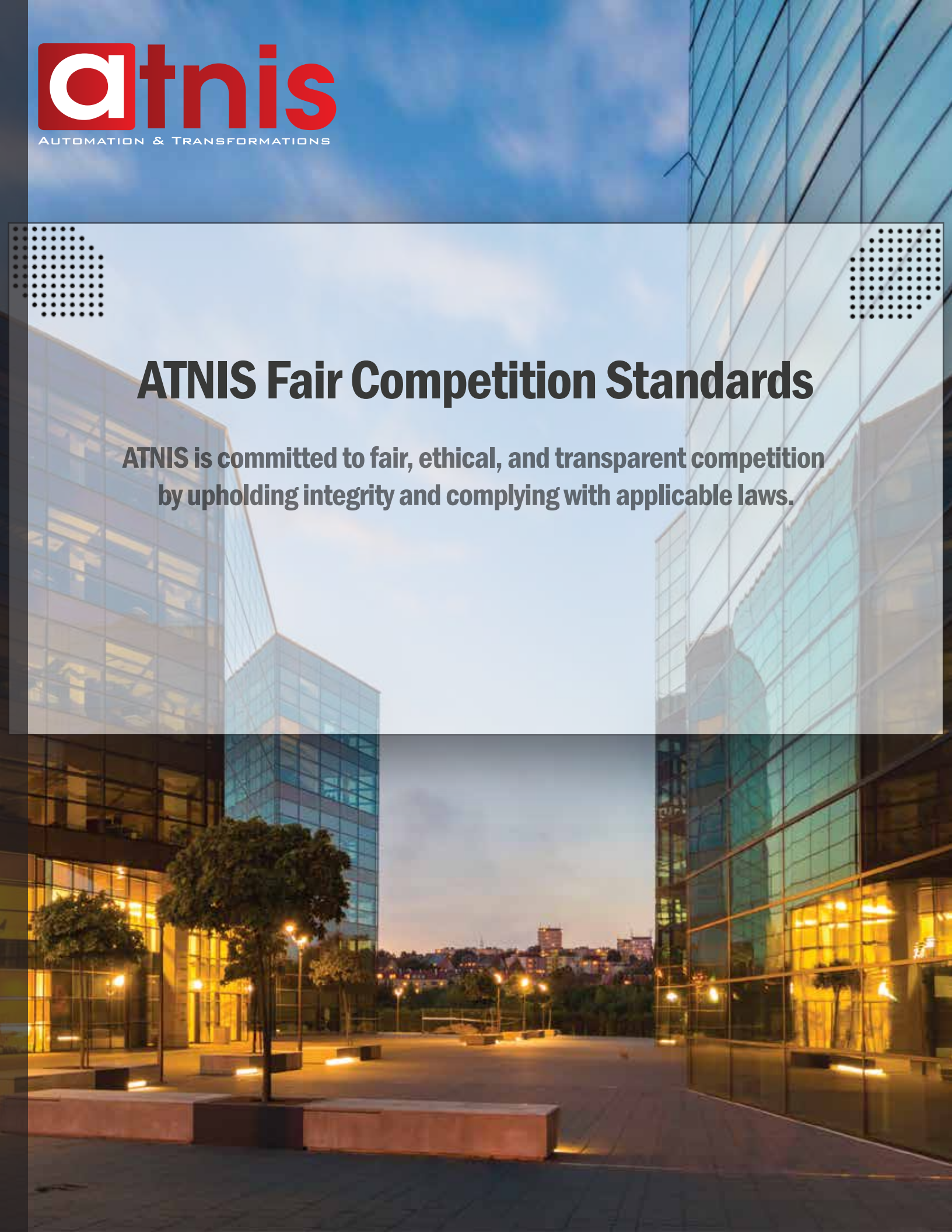




# ATNIS Fair Competition Standards

ATNIS is committed to fair, ethical, and transparent competition  
by upholding integrity and complying with applicable laws.





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# Introduction

ATNIS is committed to conducting business with integrity, transparency, and fairness. As a provider of advanced network and IT solutions, we recognize the importance of maintaining ethical competitive practices in all markets where we operate.

This document outlines the standards and principles that guide ATNIS in ensuring fair competition and compliance with applicable competition and antitrust laws.

# Purpose

The purpose of this document is to:

- Promote fair and ethical competition in all business activities.
- Ensure compliance with applicable competition and antitrust laws.
- Prevent anti-competitive behavior and unethical market practices.
- Protect the reputation and integrity of ATNIS.

# Scope

These standards apply to all ATNIS employees, management, contractors, partners, and third-party representatives involved in business operations, sales, procurement, and partnerships.



# Core Principles of Fair Competition



## Compliance with Laws

ATNIS will comply with all applicable competition and antitrust laws. Employees are expected to understand and adhere to legal requirements relevant to their roles.

## Prohibition of Anti-Competitive Agreements

ATNIS strictly prohibits:

- Price fixing or agreements to control pricing with competitors.
- Market allocation or division of territories or customers.
- Bid rigging or collusion in tender processes.
- Any form of agreement that restricts fair competition.

## Fair Dealing with Competitors

ATNIS will:

- Compete based on the quality, performance, and value of its services.
- Avoid making false or misleading statements about competitors.
- Refrain from engaging in unfair or deceptive business practices.

## Ethical Sales and Marketing Practices

ATNIS ensures that:

- All marketing and promotional materials are truthful and accurate.
- Customer decisions are not influenced through unethical means.
- Confidential information of competitors is not improperly obtained or used.

## Procurement Integrity

ATNIS will:

- Conduct procurement processes fairly and transparently.
- Avoid favoritism or conflicts of interest.
- Ensure vendors and suppliers are treated equitably.

## Confidentiality and Information Handling

- Employees must:
- Protect sensitive business information.
- Avoid sharing confidential data with competitors.
- Respect intellectual property rights.



## Interaction with Competitors

Employees must exercise caution when interacting with competitors, including at industry events, conferences, or joint initiatives. Discussions must not include:

- Pricing strategies.
- Market allocation.
- Customer-specific information.
- Future business plans that could influence competition.

## Reporting and Compliance

ATNIS encourages a culture of transparency and accountability:

- Employees must report any suspected anti-competitive behavior.
- Reports will be handled confidentially and without retaliation.
- Violations may result in disciplinary action.

## Incident Reporting & Investigation

All accidents, near misses, and unsafe conditions must be reported immediately to management.

ATNIS will:

- Investigate incidents promptly.
- Identify root causes.
- Implement corrective and preventive actions.
- Maintain proper documentation.

## Training and Awareness

ATNIS will:

- Provide training on fair competition and antitrust compliance.
- Ensure employees understand their responsibilities.
- Promote awareness of ethical business conduct.



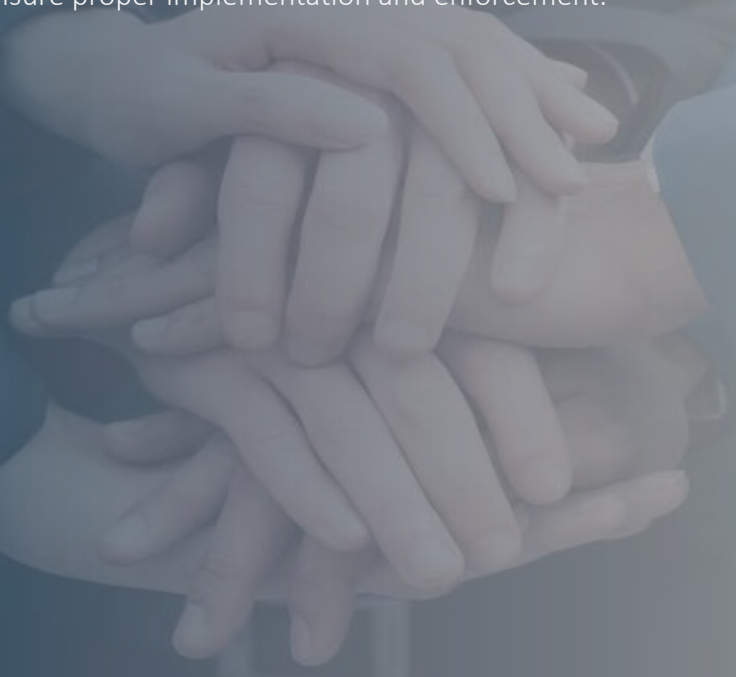
# Monitoring and Enforcement

ATNIS will:

- Monitor compliance with fair competition standards.
- Conduct periodic reviews and audits.
- Take corrective action where necessary.

# Responsibility

All employees and stakeholders are responsible for upholding these standards. Leadership will ensure proper implementation and enforcement.



## Conclusion:

ATNIS is committed to upholding fair competition as a fundamental principle of its business operations. By adhering to ethical standards and complying with applicable competition laws, ATNIS ensures that its growth is driven by innovation, quality, and value rather than unfair practices.

We believe that maintaining a fair and transparent competitive environment not only strengthens trust with clients and partners but also contributes to the overall health and sustainability of the industry. ATNIS strives to build long-term relationships based on integrity, accountability, and mutual respect.

Through continuous monitoring, employee awareness, and strong governance, ATNIS will consistently reinforce these standards across all levels of the organization. Our commitment to fair competition reflects our broader vision of responsible business conduct and our dedication to creating a level playing field for all stakeholders.








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### ATNIS Australia

-  L 36, Gateway 1, Macquarie Street Sydney NSW 2000
-  [enquiry\\_au@atnis.net](mailto:enquiry_au@atnis.net)
-  Direct Line : +61-57001300






### ATNIS India

-  15A, 4th Floor, City Vista Fountain Road, Kharadi Pune Maharashtra 411014
-  [enquiry\\_in@atnis.net](mailto:enquiry_in@atnis.net)
-  Direct Line: +91-99869 99094



### ATNIS Singapore

-  2 Woodlands Square #13-79 Woods Square Tower 1 Singapore 737715
-  [enquiry\\_sg@atnis.net](mailto:enquiry_sg@atnis.net)
-  Direct Line : +65 6970 0179