

Anti-Corruption Policy

We are committed to upholding the highest standards of integrity and ethical conduct in all our business operations. This Anti-Corruption Policy outlines our principles and commitments to preventing corruption in all its forms.

1. Scope

This Anti-Corruption Policy applies to all employees, contractors, suppliers, business partners, and stakeholders associated with our organization, regardless of their role or location.

2. Our Commitment

We are dedicated to:

- Prohibiting corruption in any form across all business activities.
- Ensuring compliance with all applicable anti-corruption laws and regulations.
- Promoting transparency, accountability, and ethical practices throughout the organization.
- Providing training and resources to help employees identify and prevent corruption risks.

3. Principles

We adhere to the following principles:

- **Integrity:** We conduct all business activities honestly, fairly, and transparently.
- **Compliance:** We strictly comply with all relevant anti-corruption laws and regulations.
- **Accountability:** We hold ourselves accountable for upholding ethical standards in every aspect of our work.

4. Implementation

To uphold this policy:

- We prohibit offering, giving, soliciting, or accepting any form of corrupt payment or advantage, including cash, gifts, hospitality, or favors intended to influence business outcomes.
- We require employees to declare any conflicts of interest that may compromise their ability to act impartially.

- We provide regular training on identifying and mitigating corruption risks to employees at all levels.
- We implement robust internal controls and procedures to detect and prevent corruption.

5. Reporting and Accountability

We encourage employees to report any suspected corruption through designated reporting channels. All reports will be treated confidentially and investigated promptly without fear of retaliation for whistleblowers.

6. Monitoring Progress

We regularly review our anti-corruption policies and procedures to ensure they remain effective and aligned with legal requirements. Compliance is monitored through audits, and updates are shared transparently with relevant stakeholders.

By working together, we aim to foster a culture of integrity that builds trust among employees, partners, and the broader community.