

Anti-Bribery Policy

We are committed to maintaining the highest standards of integrity and ethical conduct in all our business activities. This Anti-Bribery Policy outlines our principles and commitments to preventing bribery and corruption in all forms.

1. Scope

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

2. Our Commitment

We are dedicated to:

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

- We implement robust internal controls and procedures to detect and prevent bribery.

5. Reporting and Accountability

We encourage employees to report any suspected bribery 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-bribery policies and procedures to ensure they remain effective and aligned with legal requirements. We monitor compliance through audits and share updates transparently with relevant stakeholders.

By working together, we aim to create a business environment where integrity prevails, ensuring trust among employees, partners, and the broader community.