

Anti-Bribery & Facilitation Payment Policy

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our relationships and business dealings wherever we operate and implementing and enforcing effective systems to counter bribery.

There are no exemptions for facilitation payments within our Company. Any form of advantage would be assessed according to the elements of the offence under the legal requirements.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this anti-bribery policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment, such as dismissal, disciplinary action, threats, or other unfavorable treatment, as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption offence has taken place, or may take place in the future.

This policy applies to all individuals working at all levels and grades including management staff, employees (whether permanent or temporary), consultants, contractors, casual workers or any other person associated with us.