



ANTI-BRIBERY AND CORRUPTION POLICY

Last Updated: 18 July 2024

The Policy applies to all directors, officers, employees, agents, representatives, consultants, advisors, distributors, supplier contractors, or other third parties acting on behalf of the company. By encompassing all levels of company personnel, ISOTeam ensures a uniform and unwavering stance against corruption and bribery in all its forms.

ISOTeam Ltd and its affiliated companies (collectively, "ISOTeam") forbid any form of inducement, bribery or corruption and are committed to conducting our business in full compliance with applicable anti-bribery or anti-corruption laws.

KEY PRINCIPLES:

1. ISOTeam adopts a zero-tolerance approach to inducement, bribery and corruption – this means that:
 - (a) ISOTeam does not offer or pay or accept any bribes for any purpose whether directly or through a third party.
 - (b) All ISOTeam personnel shall avoid bribery, corruption, extortion or embezzlement, in any form whatsoever; and
 - (c) All ISOTeam personnel shall not solicit or offer donations to third parties in a manner which communicates that a donation is a prerequisite for future business or that the offer of a donation is intended to obtain a business advantage.
2. Gifts to public officials are strictly prohibited and entertainment for public officials should be modest and reasonable.
3. All ISOTeam personnel shall undertake due diligence on prospective and existing business partners and other third parties to establish their anti-bribery credentials, where warranted by the assessed level of risk.
4. Violating this policy will result in disciplinary action such as dismissal, termination of agreements, and potential legal actions.
5. Compliance with anti-bribery and corruption laws in all countries where ISOTeam operates, is mandatory for all company personnel to ensure that the company's practices align with international legal standards and reinforces our commitment to ethical business practices worldwide.

VERSION	APPROVED BY	DATE:	PAGE 1 of 1
Version 1 (Original)	CEO / ANTHONY BOH 	18/07/24	



TOWARDS A GREENER FUTURE

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