



CORROSERV (M) SDN. BHD.

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

CORROSERV® are committed to conducting business dealings with integrity. This means avoiding practices of bribery and corruption of all forms in the company's daily operations. **CORROSERV®** has adopted a zero-tolerance approach against all forms of bribery and corruption and takes a strong stance against such acts. Compliance to the Policy is mandatory and will be monitored with a principle-based approach.

- a) All forms of bribery and corruption are prohibited. The Company upholds zero tolerance approach. In addition to bribery, employees must not participate in any corrupt activity, such as extortion, collusion, breach of trust, abuse of power, fraud, embezzlement or money laundering.
- b) Bribery may take the form of exchange of money, goods, services, property, privilege, employment position or preferential treatment. Employees shall not therefore, whether directly or indirectly, offer, give, receive or solicit any item of value, in the attempt to illicitly influence the decisions or actions of a person in a position of trust within an organisation, either for the intended benefit of the company or the persons involved in the transaction.
- c) This Policy applies equally to its business dealings with commercial ('private sector') and government ('public sector') entities, and include interactions with their directors, employees, agents and other appointed representatives at all levels. Even the perception of bribery is to be avoided.
- d) This Policy applies to all countries worldwide, without exception and without regard to regional customs, local practices or competitive conditions.

- e) No employee will suffer demotion, penalty or other adverse consequences for refusing to pay or receive bribes or other illicit behaviour, even if such refusal may result in the company losing business or experiencing a delay in business operations.
- f) The Company recognises the value of integrity in its employees and directors. The Company's recruitment, training, performance evaluation, remuneration, recognition and promotion for all employees, shall be designed to recognise integrity. The Company conducts due diligence on employees who holds or may be holding, Exposed Positions.

It is the responsibility of employees to prevent, detect and report bribery and corruption. The Company will not tolerate any form of discrimination, harassment or retaliation against any person who raises a concern in good faith or refused to participate in conduct that would violate law or this Policy. All reports will be investigated and appropriately addressed. The Company will attempt to keep its discussions with any person reporting a violation or concern confidential to the extent reasonably possible.

Failure to comply with any provision of this Policy is a serious violation, and may result in discipline action, up to and including termination, as well as civil or criminal charges.



SIVA PRAGASH SABA
DIRECTOR