



SA BIAS INDUSTRIES (PTY) LTD

SA BIAS INDUSTRIES STATEMENT

ANTI-BRIBERY AND CORRUPTION

SA Bias Industries and its affiliated companies ("the Group") are committed to conducting business with integrity, fairness, and transparency. The Group maintains a zero-tolerance approach to bribery and corruption in all its forms and is dedicated to complying with applicable anti-bribery and anti-corruption laws in every jurisdiction in which it operates.

The Group prohibits the offering, giving, solicitation, or acceptance of any bribe, facilitation payment, or improper advantage, whether directly or indirectly.

All business dealings must be conducted honestly, ethically, and in compliance with relevant legislation, including but not limited to the UK Bribery Act 2010, the Prevention and Combating of Corrupt Activities Act (South Africa), the Australian Criminal Code Act 1995, and applicable laws in other countries where the Group conducts business.

Employees, officers, and representatives of the Group are required to act with integrity and to report any suspected bribery or corruption.

The Group expects its suppliers, contractors, and business partners to uphold the same standards of ethical conduct.

Enforcement: Breaches of this policy will result in disciplinary action, which may include termination of employment or contracts, and may lead to legal proceedings.

The Group further actively promotes awareness and training to ensure compliance across all operations.

Reporting: Concerns or suspicions regarding bribery or corruption can be reported through the Group's confidential reporting channels. Reports will be treated seriously, investigated promptly, and handled with appropriate confidentiality.

- Hotline Number: **+27 (0) 21 702 8220**.
- Email: **compliance@sabias.co.za**