

ANTI-BRIBERY AND CORRUPTION POLICY

Location: _____

Effective Date: _____

1. Purpose and Scope

This Anti-Bribery and Corruption Policy (the “Policy”) sets forth the standards of conduct and procedures to prevent bribery and corruption in all business activities undertaken by the Company and its affiliates. It applies to all directors, officers, employees, contractors, agents, and any third parties acting on behalf of the Company worldwide.

2. Definitions

“Bribery” means offering, giving, receiving, or soliciting anything of value, directly or indirectly, as an inducement or reward for improper performance of a function or activity. “Corruption” includes any act of dishonesty or breach of trust for personal or corporate gain.

3. Prohibition of Bribery and Corruption

No employee or associated person shall offer, promise, give, request, or accept bribes or facilitation payments in any form, whether cash, gifts, hospitality, or other benefits. The Company prohibits bribery of public officials and private individuals alike.

4. Gifts, Hospitality, and Expenses

Offering or receiving gifts, hospitality, or expenses must comply with applicable laws and Company policies. Such offerings must not be intended to improperly influence a business decision or create a conflict of interest. All gifts and hospitality must be transparent, reasonable, and properly recorded.

5. Political and Charitable Contributions

Political contributions on behalf of the Company are prohibited unless approved by senior management and compliant with applicable laws. Charitable contributions must be legitimate, properly documented, and not used as a means to conceal bribery or improper payments.

6. Third Parties and Agents

The Company will conduct due diligence on third parties, agents, consultants, and contractors to ensure they comply with anti-bribery laws and this Policy. Contracts with third parties must include anti-bribery clauses and provisions for audit and termination in case of non-compliance.

7. Record-Keeping and Internal Controls

Accurate and complete records of all transactions, payments, and expenses must be maintained. The Company shall implement effective internal controls to detect and prevent bribery and corruption. False or misleading entries are strictly prohibited.

8. Reporting and Whistleblowing

Employees and stakeholders are encouraged to report any suspected bribery or corruption through established confidential reporting channels. The Company prohibits retaliation against any individual who reports concerns in good faith.

9. Training and Awareness

The Company shall provide regular training and awareness programs on anti-bribery and corruption laws and this Policy to all employees and relevant third parties to promote compliance and ethical conduct.

10. Compliance with Laws

This Policy is intended to comply with all applicable anti-bribery and anti-corruption laws of the United States, including but not limited to the Foreign Corrupt Practices Act (FCPA), as well as other relevant jurisdictions where the Company operates.

11. Consequences of Violations

Any violation of this Policy may result in disciplinary action, including termination of employment, civil or criminal penalties, and reporting to enforcement authorities, as appropriate.

12. Policy Review and Updates

This Policy shall be reviewed periodically and updated as necessary to ensure continuing compliance with legal requirements and best practices.

AUTHORIZED SIGNATORY

COMPLIANCE OFFICER

Signature: _____

Signature: _____

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