

## Anti-Corruption Policy of Agility Changes LLC

### Purpose

This policy articulates the commitment of Agility Changes LLC to combat corruption in all its forms. It applies to all partners, consultants, and any subcontracted personnel.

### Scope

This policy strictly prohibits corruption and bribery in all business activities, both in public and private sectors, domestically and internationally.

### Definitions

Corruption: The misuse of entrusted power for private gain.

Bribery: Offering, giving, receiving, or soliciting anything of value to influence the actions of an official or a private party.

### Company Commitment

Comply with all applicable anti-corruption laws, including but not limited to the United States Foreign Corrupt Practices Act (FCPA) and local laws in the countries where we operate.

Maintain robust internal systems and controls to prevent and detect acts of corruption and bribery.

### Responsibilities

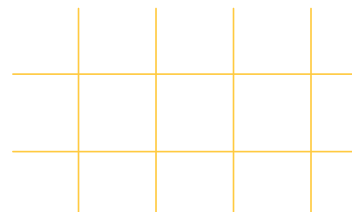
Company Management: Ensure adequate resources are available to implement and uphold this policy.

Partners and Consultants: Adhere to the policy and report any suspicions of corruption.

### Prohibitions

Bribery and corruption in any form will not be tolerated.

The use of company funds for any unlawful purpose is strictly prohibited.



## **Gifts and Hospitality**

Gifts or hospitality that could be perceived as attempts to improperly influence a business decision must be avoided.

Donations and Political Contributions

Charitable donations or political contributions made on behalf of the company must be transparent and in compliance with the law.

## **Relations with Third Parties**

All third parties, including subcontractors and business partners, are expected to adhere to equivalent anti-corruption principles.

## **Reporting and Non-Retaliation**

Channels for reporting violations confidentially and anonymously are established:

WhatsApp: +1 (405) 934-6556

Email: [info@agilitychanges.com](mailto:info@agilitychanges.com)

An anonymous reporting form on our website.

Reports can be made without fear of retaliation.

## **Training and Awareness**

Regular training on this policy and anti-corruption laws will be provided to all partners and relevant personnel.

## **Monitoring and Review**

This policy will be monitored and reviewed regularly to ensure its effectiveness.

## **Declaration of Acceptance**

All those associated with the company must annually confirm their understanding of and commitment to this policy.

