

## Anti Bribery and Corruption Policy

We believe that bribery and corruption are unethical and unacceptable and are inconsistent with our Values and our Code of Conduct. The purpose of this Anti-Bribery and Corruption Policy is to prevent bribery, corruption, and unethical behavior in all aspects of our operations. This policy reflects our commitment to compliance with applicable laws and regulations and to upholding the highest ethical standards in our business dealings.

The company prohibits the offering, giving, solicitation, or acceptance of any form of bribe or corrupt payment, whether directly or indirectly, to or from any person or entity, including government officials, customers, suppliers, or business partners. Bribery and corruption in any form, including facilitation payments, kickbacks, or other improper inducements, are strictly prohibited. Gifts, hospitality, and entertainment may be offered or accepted in the ordinary course of business if they are reasonable, proportionate, and comply with applicable laws and regulations. Employees must seek approval from their supervisor or the Compliance department before offering or accepting any gifts, hospitality, or entertainment that exceeds a certain threshold.

Prior to engaging with a third party, employees must conduct a risk assessment and ensure that appropriate measures are in place to mitigate any identified risks. Each of us is expected to keep up to date our knowledge about the laws and regulations that apply to our jobs and areas of responsibility.

If you see, hear or are concerned about any conduct that violates this Policy, you can contact your supervisor, the Compliance department, or company's whistleblowing hotline. Reports will be investigated promptly and confidentially, and appropriate disciplinary action will be taken for confirmed violations. When asking a question or raising a concern, you do not need to have all the details or be certain that wrongdoing has occurred. It is important to raise the issue so the Company can address it in a timely manner.

**Kayne Buik**

**Managing Director**

A handwritten signature in black ink, appearing to be "KB", written over a large, faint, grey background of the word "GNALLA".

Signed Date 24/05/2024.

**Densil Ugle**

**Managing Director**

A handwritten signature in black ink, appearing to be "DU", written over a large, faint, grey background of the word "GNALLA".