



AHAVAH BUSINESS SOLUTIONS INC

"Empowering people, building businesses and paving way to success"

ANTI-BRIBERY POLICY

Ahavah Business Solutions Inc. (ABSI) is committed to conducting business ethically and in full compliance with all applicable laws and regulations. We have a zero-tolerance approach to bribery and corruption in any form. This policy outlines our stance on preventing bribery and corrupt practices within our organization and ensures that all employees, contractors, suppliers, and business partners understand their responsibility in upholding these standards.

This policy applies to all employees, directors, officers, contractors, suppliers, and other third parties associated with Ahavah Business Solutions Inc. (ABSI) worldwide.

Bribery is the offering, giving, receiving, or soliciting of anything of value (such as money, gifts, Favors, or other benefits) to influence the actions of an individual or organization in an improper or unethical manner. This includes, but is not limited to:

- *Offering or receiving bribes or kickbacks in exchange for business advantages.*
- *Offering or accepting gifts, entertainment, or hospitality that may influence decisions unfairly.*
- *Any improper payment or inducement to gain or retain business or to influence the outcome of a transaction.*

Ahavah Business Solutions Inc is committed to;

- **Zero Tolerance for Bribery:** ABSI prohibits all forms of bribery, both direct and indirect. We do not tolerate the offering, giving, accepting, or requesting of bribes or improper payments under any circumstances.
- **Compliance with Laws:** ABSI will comply with all local, national, and international anti-bribery and anti-corruption laws, including the Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act, where applicable.
- **No Facilitation Payments:** ABSI prohibits facilitation payments—small payments made to secure or expedite routine government actions or services.
- **Gifts and Hospitality:** ABSI allows the giving and receiving of modest gifts or hospitality, if they are reasonable, proportionate, and do not create any obligation or expectation of influence. All such transactions must be reported to management in accordance with the company's internal procedures.
- **Due Diligence:** ABSI will conduct due diligence on all business relationships, including suppliers, contractors, and other third parties, to assess their commitment to anti-bribery practices.
- **Reporting Concerns:** Employees, contractors, and business partners must report any suspected bribery or corruption immediately. ABSI provides confidential channels for reporting concerns without fear of retaliation.

Senior management is responsible for promoting a culture of integrity and ensuring that anti-bribery policies are effectively implemented and enforced throughout the organization. All employees are required to act with integrity, avoid situations where bribery may occur, and report any suspicions or violations of this policy.

ABSI will provide regular training to employees, contractors, and third parties to ensure they are aware of this policy and their responsibilities regarding anti-bribery and anti-corruption practices.



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This policy will be reviewed regularly to ensure its effectiveness. ABSI is committed to continuous improvement in its anti-bribery practices and will take corrective actions as necessary.

Ahavah Business Solutions Inc. is committed to maintaining a culture of integrity and transparency. Our anti-bribery policy helps ensure that we do business ethically, legally, and in the best interests of all stakeholders.

This policy is available to all employees, contractors, business partners, and other stakeholders, and should be always followed. Any individual found violating this policy, including offering or accepting bribes, will be subject to disciplinary action, up to and including termination of employment or contract. Legal action may also be pursued in cases of criminal behaviour.

Managing Consultant

Dated: 15th June 2024



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