

# REUNERT

REUNERT LIMITED

## **Anti-corruption and bribery policy**

Reunert has a zero tolerance policy for unethical business conduct and complies with the Prevention and Combating of Corrupt Activities Act No 12 of 2004.

The offering, giving, facilitating, soliciting or receiving of any form of bribe is prohibited.

## **In particular**

1. Neither Reunert, its operations or its employee's will offer, or give in to demands, to pay public officials or the employees of business partners, agents or consultants any portion of a contract payment. They will not use subcontracts, purchase orders or consulting agreements as means of channeling payments to public officials, to employees of business partners or to their relatives or business associates.
2. Reunert and its management will ensure that remuneration of agents is appropriate and for legitimate services only. Where relevant, a list of agents employed in connection with transactions with public bodies and state-owned enterprises will be kept and made available to the relevant authorities.
3. Reunert will enhance its transparency of activities in the fight against bribery and corruption. Measures include making public commitments against bribery and corruption and disclosing the management systems companies in the group have adopted in order to honour these commitments. Reunert will foster openness and dialogue with its stakeholders promoting awareness and co-operation with the fight against bribery and corruption.
4. Reunert will promote employee awareness of and compliance with company policies against bribery and corruption through appropriate dissemination of these policies and through training programmes and disciplinary procedures.
5. Reunert will ensure that management control systems discourage bribery and corrupt practices. Reunert will adopt financial and tax accounting and auditing practices that prevent the establishment of "off the books" or secret accounts or the creation of documents which do not properly and fairly record the transactions to which they relate.