

ANTI CORRUPTION POLICY

TAC Adhesives will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. We remain bound by local and national laws.

It is the policy of TAC Adhesives to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to Bribery and Corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

Bribery occurs when one person offers, pays, solicits or accepts a payment, gift, favour, or other advantage from another to influence a business outcome improperly, to induce or reward improper conduct or to gain any commercial, contractual, regulatory or personal advantage. It can be direct or indirect through Third Parties.

Bribery is considered a criminal offence. Any employee found to engage in acts of bribery shall face disciplinary action, which may include dismissal.

If an employee suspects any behaviour relating to corruption, they should report it immediately to the Managing Director.

Employees who refuse to take part in bribery or corruption, or report in good faith under this policy their suspicion that an actual or potential bribery or other corruption offence has taken place or may take place in the future will be protected from unfavorable treatment

An offer or acceptance of a gift to do with hospitality may be acceptable as long as it is for

- * General relationship building.
- * Does not attempt to influence the recipient.
- * Is open and transparent.
- * Is not of a cash nature.