



SPICEKEN EPZ LIMITED ANTI-BRIBERY AND ANTI-CORRUPTION POLICY STATEMENT

This anti-bribery and anti-corruption policy sets out Spiceken EPZ's responsibilities in observing and upholding the company's zero-tolerance to bribery and corruption. The policy establishes principles for the prevention of bribery and corruption, in line with local laws and regulations and, is a source of information and guidance for employees and stakeholders to recognize and deal with bribery and corruption.

To sustain and achieve the above, the company will:

- Conduct business in an ethical and honest manner by implementing and enforcing systems that ensure bribery and corruption are prevented.
- Abide by all laws relating to anti-bribery and anti-corruption in all its jurisdictions including the Bribery Act, of 2016.
- Allow normal and appropriate gestures of hospitality and goodwill (whether given to/received from third parties) so long as the gesture is in good faith and meets the stipulated requirements.
- Not accept any facilitation payments of any nature that involve expediting or assisting the performance of a public official for a routine government action.
- Ensure that all charitable donations that are made, are legal and ethical under the relevant laws and practices and that such donations are not offered or made without the approval of the personnel in charge of compliance.
- Communicate the policy to all employees and other stakeholders.
- Ensure that people who give information on bribery and corrupt practices are protected.

This policy will be reviewed annually as a minimum, communicated throughout the company, and availed to other stakeholders on request.

Karim Dostmohamed
General Manager