

BRIBERY & ANTI-CORRUPTION POLICY



AUSTRALIA'S
LEADER IN
INTEGRATED
PROPERTY
FACILITY
SERVICES
SOLUTIONS.



BRIBERY & ANTI-CORRUPTION POLICY

At Ozland Group Solutions we believe that Bribery and Corruption undermines legitimate business activities and exposes the organisation, its' clients, and its employees to significant risks. Ozland Group Solutions' commitment to doing business with integrity includes always complying with the jurisdictional law in which we operate.

Our Policy will be to always act with integrity by:

- Never offering, paying, soliciting, or accepting bribes in any form.
- Never offering or accepting an item, money, travel, hospitality, entertainment, or other token of appreciation that may be construed or used by others to allege favouritism, discrimination, collusion, or similarly unacceptable practices. Approval must always be provided by either the CEO or COO before offering an item as a token of appreciation.
- All employees must seek approval before receiving any gift up to value of \$100.00 from their immediate manager and for gifts above \$100.00 approval must be sought from either the CEO or COO.

It is each Ozland Group Solutions' employee responsibility to understand each client's bribery and corruption policy and once understood, in no circumstances seek to compromise it.

No meals, gifts or tokens of appreciation are to be offered to any government employee or official.

Never engaging in any form of corrupt business practice, whether for the benefit of Ozland Group Solutions, an employee, or another party.

Providing critical anti-bribery and corruption education and awareness during the induction process.

Conducting periodic anti-bribery assessments and audits of our business to detect potential misconduct and monitor compliance with anti-corruption laws and policy.

Yours Sincerely,

James Carlile
Group Chief Executive Officer
Ozland Group Solutions