



ANTI-BRIBERY POLICY

We, the management and staff of
**SWM ENVIRONMENT HOLDINGS
GROUP OF COMPANIES**

are committed to:

1. ensure all business activities and operations within our organisation are free from all forms of bribery;
2. ensure fulfilment and compliance with all applicable legal and other requirements in relation to anti-bribery;
3. ensure compliance with the Anti-Bribery Management System requirements, including undertaking continual improvement action whenever appropriate;
4. empower the anti-bribery compliance function to independently oversee the implementation, compliance and reporting on the performance of the Anti-Bribery Management System;
5. promote awareness of anti-bribery to all employees at all levels and functions within our organisation;
6. encourage whistle-blowing by implementing an effective programme;
7. ensure all reported concerns are investigated thoroughly and any employee making a report in good faith shall suffer no detriment from doing so; and
8. impose appropriate disciplinary action on any person from the organisation who is found to have breached the anti-bribery policy.

Approved by:

Uzir bin Abdul Malik

Director

8th September 2020