



فرونٲير سيرٲفكيشن انٲرناشيونال ذ.م.م.
Frontier Certification International w.l.l.

ANTI CORUPTION POLICY

| | |
|--------------------------|-----------------------------|
| IMS DOCUMENT NO.: | L1-POL-002 |
| REVISION NO.: | 04 |
| REVISION DATE: | 03-Jan-2020 |
| PREPARED BY: | Nikhil Dutta |
| REVIEWED BY: | Pradip Bhattacharyya |
| APPROVED BY: | Mohammad Abul-Ola |

ANTI-CORRUPTION POLICY

L1-POL-002



Frontier Certification International is :-

- Committed to doing business legally, ethically and professionally worldwide.
- Committed to ensuring FCI Personnel, Partners and Third Parties acting on behalf of FCI, understand this Policy and carry on business on behalf of FCI in a legal, ethical and professional manner.
- Committed to fighting against bribery (including commercial bribery), kickbacks, improper or illegal payments, gifts or contributions, and any other improper method of seeking favourable treatment from Public Officials, Customers, Directors, Officers or Employees of other companies or any other person.
- Committed to complying with the anticorruption laws relevant in the countries where it carries on business.
- Committed to taking breaches of this Policy seriously.

All FCI Personnel, Partners and Third Parties are required to comply with this Policy and are prohibited from offering, promising, making, soliciting or accepting - directly or indirectly - bribes, kickbacks or other illicit payments in any way related to FCI's business. Appropriate personnel will attend training on this Policy, as directed by FCI management. Partners and Third Parties are required to agree to comply with this Policy in acting on FCI's behalf.

FCI will not tolerate violations of this Policy. Violations of this Policy or requests for bribes or improper payments must be reported to the Executive Manger, the Top Manager or FCI management. FCI practices a no retaliation policy: FCI Personnel will not be subjected to retribution for good faith reports of suspected breaches or violations of this Policy or for cooperating under this Policy.

The Top Manager is the owner of this Policy and has ultimate responsibility for implementation and compliance with this Policy, and will set up a Task Force to drive awareness, realization, assessment, and compliance of this Policy within the FCI. Please contact the Executive Manager or the Top Manager with questions about this Policy.

...all of us have a role to play

Date: 03-01-2021

Dr. Mohammad Abul-Ola

Chief Executive Officer