Anti-Corruption and Anti-Bribery Policy

We are committed to upholding the highest standards of integrity and ethical conduct in all its operations. By aligning with international anti-corruption frameworks and adopting best practices, Alliad aims to prevent corruption, eliminate bribery, and foster a culture of transparency and accountability across all regions where we operate.

This policy seeks to embed anti-corruption principles throughout our organization, ensuring that all business activities are conducted lawfully, ethically, and with full regard for stakeholder trust. It provides a structured approach to identifying and mitigating corruption risks while promoting responsible governance and long-term value creation.

ALLIAD IS COMMITTED TO

- **Integrity in Business** - Conducting all business activities with honesty and fairness, avoiding any form of corruption, bribery, or undue influence.
- **Zero tolerance for bribery** - Prohibiting facilitation payments, kickbacks, and any form of improper advantage in all interactions with public and private entities.
- **Ethical Partnership** - Engaging only with partners and suppliers who share our commitment to ethical conduct and anti-corruption standards.
- **Transparent Decision Making** - Ensuring that all decisions are made transparently and documented appropriately to prevent conflicts of interest and misuse of authority.
- **Stakeholder Trust** - Building and maintaining trust through open communication, ethical behavior, and responsible leadership.
- **Training and Awareness** - Providing regular training to employees and stakeholders on anti-corruption laws, ethical conduct, and reporting mechanisms.
- **Monitoring and Accountability** - Implementing systems to monitor compliance, investigate concerns, and hold individuals accountable for violations.
- **Compliance and Reporting** - Adhering to global anti-corruption regulations and voluntarily disclosing relevant compliance information to stakeholders.
- **Collaborative Enforcement** - Working with regulatory bodies, industry groups, and civil society to strengthen anti-corruption efforts and share best practices.

Through these commitments, Alliad aims to embed integrity at the heart of its operations and contribute to a fair and transparent business environment globally.

Implementation

Our Anti-Corruption and Anti-Bribery Policy is implemented through a structured framework that includes publication on our official platforms (internal and external), mandatory training for all employees, and integration into onboarding processes.

The policy is supported by secure and confidential reporting mechanisms, including a dedicated hotline and email contact (ethics@alliad.com) for raising concerns directly with the organization's compliance.

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This policy is closely linked to and reinforced by the Whistle Blowing Policy, which provides additional protection and guidance for individuals who report unethical or unlawful conduct.

Compliance

We enforce strict compliance through governance structures, internal audits, and contractual obligations. Alliad adheres to international anti-corruption laws and maintains a zero-tolerance approach to bribery and unethical conduct.

Competency and Training

Employees receive targeted training to understand legal obligations, ethical expectations, and reporting procedures. Training is updated regularly to reflect emerging risks and regulatory changes.

Continual Improvement

Our systems support continual improvement through periodic reviews, risk assessments, and feedback mechanisms. We adapt our practices based on evolving threats and stakeholder input.

Consultation and Participation

We encourage employees to seek guidance and report concerns. Active engagement with internal and external stakeholders is essential to maintaining a corruption-free culture.

Communication

This policy is communicated to all employees, contractors, suppliers, and partners. Responsibility for its application lies with every member of the Alliad community.

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