

ANTI-BRIBERY AND CORRUPTION POLICY

formalighting's culture of integrity, professional conduct, fairness, honesty and openness means we have a zero tolerance for bribery/corruption.

We expect our colleagues to adhere to high standards of professional and ethical conduct. All staff, whether acting in their own capacity or on behalf of formalighting, are strictly prohibited from:

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- offering, promising, giving or authorizing, directly or indirectly, any bribe, kickback, facilitation payment or advantage to or for the benefit of any person, for the purpose of obtaining business advantage for the benefit of formalighting, for themselves, or for anyone else;
- soliciting, accepting or receiving, directly or indirectly, any bribe, kickback, facilitation payment or advantage from any person in return for providing any business, advantage or benefit;
- using illegal or improper means (including bribes, favors, blackmail, financial payments, inducements, secret commissions, loans, and other advantages) to influence the actions of others; or
- acting as an intermediary for a third party in solicitation, acceptance, payment or offer of a bribe or kickback.
- We expect all staff who become aware of, or are suspicious of, any activity that may suggest bribery or corruption in any way, to report or make disclosures as soon as possible.
- In addition, we expect all staff to comply with all applicable laws, rules and regulations related to anti-bribery and corruption in jurisdictions in which formalighting operates.
- Any contravention of applicable laws and regulations related to anti-bribery and corruption may lead to the initiation of disciplinary proceedings, including termination of engagement and, if appropriate, referral to relevant government authorities and/or law enforcement agencies.