



## ANTI-BRIBERY CORRUPTION STATEMENT

ESSA Sales & Distribution conducts its business professionally, with integrity and in compliance with the laws of those jurisdictions in which it operates. Our reputation for acting fairly is built on our values as a company and the values of our employees. As part of our commitment to ethical business practices, we will not tolerate acts of bribery or corruption.

The Policies apply to all ESSA Sales & Distribution employees (whether permanent or temporary), contractors, officers and directors of ESSA Sales & Distribution and its subsidiaries. Third parties acting on behalf of or in the name of ESSA Sales & Distribution, including agents, representatives and other intermediaries, are required to act consistently with ESSA Sales & Distribution Anti-Bribery Policy.

**ESSA Sales & Distribution operates a zero tolerance approach to bribery and corruption** in relation to bribes (payment, offer or promise to pay or provide anything of value), gifts and hospitality, facilitation payments (small payments or fees to speed up or facilitate the performance of routine action to which an entitlement already exists) and payments to government officials.

Third parties engaged to represent ESSA Sales & Distribution's interests must comply with the principles set out in the **Anti-Bribery Policy**.

Including, but not limited to, local employment requirements, ethical practices, safe working environments, freedom from discrimination, freedom from harassment, freedom of expression and association, forced labour, child labour and human trafficking, our Code of Conduct reflects ESSA Sales & Distribution's commitment to conduct its business professionally, with integrity and in compliance with the laws of those jurisdictions in which it operates.

Eugen Saulea,

CEO ESSA Sales & Distribution

**Last revision date: January 2023**