



Evicor AG, Rothusstrasse.23, 6331 Hünenberg, Switzerland

ANTI-BRIBERY AND CORRUPTION POLICY

The Anti-bribery and corruption policy establishes principles that must govern our conduct in order to reinforce our intention and obligation to act honestly and ethically with the utmost integrity in all of our business operations.

The policy requires compliance with all applicable laws and regulations on bribery and corruption.

This policy applies to all employees in wholly and majority-owned entities of Evicor AG.

Evicor AG do not tolerate bribery of any kind, whether to a public official or a private sector company or individual.

We never offer, provide or authorise bribes of any kind, including facilitation payments, promising or receiving anything of value, either directly or indirectly, to a public official or a private sector company or individual.

We never request or accept bribes of any kind, either directly or indirectly.

A bribe may be monetary or non-monetary, tangible or intangible. A bribe may take the form of, or be facilitated through:

- political contributions
- gifts or entertainment
- payments of money
- overpayments to business partners
- sponsorships, charitable contributions and community investments
- rebates or kickbacks in relation to services provided
- use of assets at a discount or free of charge
- employment or internships, or
- information or assistance
- discounts, loans and/or financing given on non-commercial terms

To manage our bribery and corruption risk, we conduct due diligence, including monitoring and review, on all contractors and third parties, watch out for bribery & corruption red flags, implement a range of procedures relating to dealings with our business partners, public officials, gifts and entertainment, sponsorships and donations and record keeping.

We ensure all transactions are accurately recorded in accordance with our procedures and reflect the nature and substance of the transaction.



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We do not contribute any funds or resources towards any political campaign, political party, political candidate or any politically affiliated organisation.

We never make sponsorships, charitable contributions or community investments to conceal a bribe or to gain an improper business advantage.

Dealing with government officials poses an increased risk of corruption or the perception of corruption. We are especially careful when communicating with public officials.

We remain alert to corruption and bribery and report them.

Levicor AG prioritises the safety and well-being of all its employees and all contractors. If our well-being or safety is threatened, we take reasonable steps to get out of such danger.

Our policies support our values and reflect what is important to us. We take breaches of our policies seriously. Depending on the severity of the breach, consequences may range from a warning to termination of employment. Any third-party representatives or Contractors who violate this Policy may face termination of contracts and business relations.