

## Anti-bribery policy

**Vectoring is committed to conducting business with the utmost integrity.**

Our business ethics prohibit anyone offering or accepting a gift, entertainment or other payment in return for business or personal advantage and it is the responsibility of all employees and partners to ensure prevention and detection.

As part of its code of conduct, Vectoring's Anti-Bribery Policy applies to individual employees, temporary agency staff and contractors, suppliers, partners, intermediaries, consultants or any other individuals or bodies associated with the company. The provision or offer to provide or the acceptance of any inducement or reward including gifts in order to gain commercial, contractual, regulatory or personal advantage, whether for the company or any third party, is prohibited under this policy.

We encourage and fully supports the reporting of any improper practices, providing a confidential reporting process to allow anyone freely and confidentially to alert the company to any concern.

All senior leaders, employees and contractors are required to:

- Act honestly and with integrity at all times and to safeguard the company resources for which they are responsible.
- Comply with the with local laws, international good practise and regulation of all countries in which Vectoring operates or hopes to operate in respect of the lawful and responsible conduct of business.
- Conduct business in an ethical, lawful and professional manner.