



Ethics and Anticorruption Policy

Elimpus endeavours to deliver excellence to our stakeholders and contribute to the economic growth of the countries in which we operate. In order to achieve this we believe our business practices should be governed by the highest ethical standards. These standards form an integral part of our internal policy guidelines and we hold them and apply them uncompromisingly. We believe it is imperative to respect all customers, suppliers and other stakeholders by complying with the laws and regulations of all countries in which we operate in respect of the lawful and ethical conduct of business.

We expect all employees to act with the highest standards of professionalism, honesty and integrity when conducting company business. In particular, Elimpus does not engage in bribery or any form of unethical inducement or payment, including gifts. All employees are required to avoid any activities that might lead to, or suggest, a conflict of interest with the business of the Company. Whilst it is accepted that entertainment forms a necessary part of business practice, employees must immediately declare, in writing to their line manager, any hospitality or gifts accepted or offered.