



**Eltronic Group**  
ENGINEERING IMPACT

**Anti-bribery/  
corruption  
policy**

## 1 Scope

This anti-bribery policy applies to Eltronic Group and its subsidiaries.

## 2 Purpose

The purpose of this policy is to ensure that Eltronic Group and its subsidiaries uphold the highest standard for law obeying governance.

## 3 Ownership

The anti-bribery policy is owned and governed by the CEO and board of directors of Eltronic Group.

The CEO of each subsidiary is obliged to implement this policy unless it is replaced by a specific company policy covering the same purpose.

## 4 Evaluation

The policy will be evaluated every two years.

## 5 Policy

Confidence in the business environment is key to business success. Bribery, corruption, facility payments, and other unethical practices (hereafter corruption) undermine the confidence between customers, suppliers, and all other business relations.

It is the policy of Eltronic Group that we enact zero-tolerance against corruption and will exercise due efforts to ensure that corruption does not occur in our business activities.

We will neither tolerate active nor passive corruption, thus we may not give, receive, or request payment that would influence the behaviour of officials or business partners to obtain an improper or unlawful advantage.

Genuine hospitality is not prohibited but must be accepted, offered, or given in accordance with general acceptance and may not leave the customer, supplier, business partner, or own employee with an inappropriate impression of the purpose.

### 5.1 Policy Statements

We will live up to our policy by:

Maintaining an employee and a supplier code of conduct and that these are known by all relevant parties.

Abiding all applicable corruption rules and regulations in the countries we do business.

Having a global whistleblower setup to ensure feedback of any non-compliance to this policy without the risk of remedy as per the whistleblower policy.