

Anti-Corruption Policy

Pedar Energy Limited has a **zero-tolerance approach to bribery and corruption**. We are committed to conducting all our business activities **legally, ethically, and transparently**.

Scope

This policy applies to:

- All employees, management, and directors of Pedar Energy.
- All agents, contractors, suppliers, and third parties acting on our behalf.

Prohibited Practices

- Offering, giving, or accepting **bribes, facilitation payments, kickbacks, or improper gifts**.
- Influencing decisions through coercion, favouritism, or unethical incentives.
- Falsifying invoices, expense claims, or financial records.
- Using company resources for political contributions without authorization.

Our Safeguards

- **Compliance Training:** All employees receive regular training on anti-bribery and corruption.
- **Whistleblowing Mechanism:** Confidential channels exist for reporting suspected corruption without retaliation.
- **Due Diligence:** We screen business partners, agents, and suppliers for corruption risks.
- **Audits:** Financial transactions and contracts are subject to review and monitoring.

Legal Compliance

We comply with Nigerian anti-corruption laws and international regulations, including:

- The **UK Bribery Act 2010**
- The **US Foreign Corrupt Practices Act (FCPA)**
- Nigeria's **Independent Corrupt Practices and Other Related Offences Act**

Commitment:

We believe integrity is **non-negotiable**. Pedar Energy will terminate relationships and take legal action against any party found violating this policy.

For and on behalf of Pedar Energy Limited



CEO