

Code of Ethics and Anti-Corruption Policy

Key Messages

Introduction

At Greets International, ethical conduct and integrity form the backbone of our operations. This policy affirms our zero-tolerance stance on corruption and unethical practices, reinforcing our commitment to fair, transparent, and responsible business across all international markets.

Our Commitment

- Uphold fairness, honesty, and lawful conduct in all activities.
- Comply with anti-corruption laws including FCPA and local regulations.
- Foster a culture where ethical behavior is expected and protected.

Key Principles

- Integrity: Act honestly and in the company's best interest.
- Transparency: Ensure clear and traceable business decisions.
- Accountability: Take responsibility for ethical conduct.
- No Conflicts of Interest: Disclose and avoid personal gains in business decisions.

Prohibited Actions

- Fair Practices: Compete lawfully and ethically.
- Bribery, facilitation payments, or kickbacks.
- Undue gifts or hospitality intended to influence decisions.
- Falsification of records or manipulation of procurement.
- Any form of corruption, fraud, or unethical advantage.

Implementation Strategy

- Regular ethics training for staff and partners.
- Confidential reporting via designated channels.
- Due diligence on third parties and audits for compliance.
- Protection for whistleblowers from retaliation.

All employees, contractors, and management must comply with this policy. Leadership is expected to lead by example and enforce standards throughout the organization.