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# ANTI-BRIBERY & CORRUPTION POLICY

RESIMAC GROUP LTD

- JUNE 2021 -

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## 1. Introduction

The purpose of this policy is to ensure that all Resimac Persons are aware of and adhere to Resimac's position on bribery and corruption.

## 2. Scope

This policy applies to all Resimac Persons.

## 3. Bribery & Corruption

Bribery is a type of corruption involving the giving or receiving of a benefit (such as money, property, a discount or favour) with the aim of influencing a person's decision. Corruption is the illegitimate use of power for personal gain.

## 4. Policy Statement

Resimac strictly prohibits all forms of bribery and corruption.

## 5. Roles & Responsibilities

ROLE	RESPONSIBILITY
All Resimac Persons	<ul style="list-style-type: none"> <li>▪ Must understand and comply with this policy.</li> <li>▪ Must communicate any non-compliance with this policy to Compliance immediately.</li> </ul>
All Resimac employees	<ul style="list-style-type: none"> <li>▪ Must complete the mandatory training assigned on bribery and corruption.</li> </ul>
Head of Risk and Compliance	<ul style="list-style-type: none"> <li>▪ Must issue all Resimac employees with training on bribery and corruption.</li> <li>▪ Must ensure that this policy is updated every two years or when there is a material change to the Group's compliance obligations.</li> </ul>

## 6. Compliance

Any Resimac employee found to have breached this policy may be subject to disciplinary action, up to and including termination of their employment.

## 7. Related Policies

- Code of Conduct
- Conflict of Interest Policy
- Gift Policy
- Whistle-blower Policy

## 8. Definitions of Key Terms

TERM	DEFINITIONS
Bribery	Bribery is a type of corruption involving the giving or receiving of a benefit (such as money, property, a discount or favour) with the aim of influencing a person's decision.
Corruption	Corruption is the illegitimate use of power for personal gain.
Resimac Group	Refers to Resimac Group Limited and all its subsidiaries. Also referred to as "Resimac", "the Group", "we" and "our".
Resimac Persons	Means all employees, directors, officers, and Third Parties performing services for or on behalf of Resimac.
Third Party	Means any person or entity in a commercial relationship with Resimac, other than customers and employees.

## 9. Policy Governance & Document Control

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