

RESIMAC GROUP LTD

# Anti-bribery and corruption policy

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## 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.

## Scope

This policy applies to all Resimac persons.

## Bribery and 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.

## Policy statement

Resimac strictly prohibits all forms of bribery and corruption.

## Roles and 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>
Group Head of Compliance & Enterprise Risk	<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>

## Compliance

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

## Definitions and key terms

TERM	DEFINITION
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 Ltd 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.