



Anti-Bribery and Corruption

Policy Statement

Strix Group Ltd (herein known as “the company”) is committed to conducting business in an ethical and honest manner, and is committed to implementing and enforcing systems that ensure bribery is prevented. The company has zero-tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships, wherever in the world we operate.

The company recognises that bribery and corruption can be punishable under criminal law and therefore, can result in imprisonment and/ or a significant fine, payable by the perpetrator.

The company also recognises that if it is associated with any form of corrupt activity, our brand reputation will be seriously damaged, which is likely to have a significant detrimental effect upon our business performance.

The company recognises that it has a duty to implement this policy and all employees (whether temporary, fixed-term or permanent, Officers,

Directors or Trustees), consultants, trainees, agency staff, sponsors or any other person or persons associated with the company (including third parties), no matter where they are located, are expected to comply with it.

In the context of this policy, third party refers to any individual or organisation the company meets and works with. It refers to actual and potential clients, customers, suppliers, distributors, business contact, agents and advisors.

Any arrangement the company makes with a third party is subject to clear contractual terms, including specific provisions that require the third party to comply with minimum standards and procedures relating to anti-bribery and corruption.

This policy and procedure does not form part of the contract of employment and they may be amended at any time to suit the needs of the business and the people employed within it.