

Anti-Bribery and Corruption Policy

R&L Hiab Transport (R&L Hiab) maintain the highest levels of integrity and honesty wherever we do business. We are committed to a zero-tolerance approach to bribery and corruption. We have built our reputation based on our values as a company, the professionalism of our employees and our ongoing commitment to acting with integrity, accountability and transparency at all times.

This Anti-Bribery and Corruption Policy applies to all R&L Hiab directors, officers and employees.

Bribery and Corruption undermines legitimate business activities, distorts competition and exposes R&L Hiab and its employees to significant risks. Our commitment to doing business with integrity includes always complying with all Australian bribery and corruption laws.

R&L Hiab will act with integrity by:

- Never offering, paying, soliciting or accepting bribes in any form, this also includes any form of facilitation payments;
- Never offering or accepting an item, money, travel, hospitality, entertainment or other token of appreciation that could be considered or perceived by others to as favouritism, discrimination, collusion or similarly unacceptable practices;
- Never engaging in any form of corrupt business practice, whether for the benefit of R&L Hiab or any other party;
- Providing critical anti-bribery and corruption education and awareness through web-based and in-person training; and
- Conducting periodic anti-bribery assessments and audits of our business to detect potential misconduct and monitor compliance with anti-corruption laws and policy.

Gifts and entertainment (e.g. merchandise, event tickets, meals, sporting events) given to or received from persons who have a business relationship with the company are acceptable, if the gift/entertainment is less than \$200 in total value for each occurrence, infrequent, appropriate to the business relationship, and does not create an appearance of impropriety. No cash payments are to be given or received.



Stirling Thomson
Managing Director

Date: 20th January 2021

