

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

The Company and its Group of Companies (“PWF Group” or “the Group”) adopt zero-tolerance against any forms of bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery. All our Directors and employees are committed to adhere to principle of the Company’s value in high ethical and moral standard and good corporate governance.

POLICY AND PROCEDURES

PWF Group adopts an Anti-Bribery and Anti-Corruption Policy (“ABAC Policy”) which sets out the principles and procedures to help prevent corruption by, on behalf of, or against the organisation, and to detect, report and deal with any breach which may occur.

PROHIBITION FROM PERSONAL GAIN

Any form of inducing, soliciting, seeking, offering or acceptance of any benefits, incentives, commissions, gifts and advantages, either in cash or kind, by any Director or employee representing the Group in business dealings with the Group is strictly not allowed.

NO GIFT PRACTICE

PWF Group implements No Gift Practice in its business dealing with all valued business partners. The purpose is to avoid confusion and perceived conflict of interest where the receiving employee could be viewed as impartial or act in favour of the donor.

BUSINESS ASSOCIATES

PWF Group will only work with organisations and persons that conform to standards consistent with our ABAC Policy.

REPORTING CHANNEL

All Directors, employees and business associates are encouraged to report any act of bribery and corruption in accordance to the standard procedures laid out in The Whistleblowing Policy And Procedures.

VIOLATION

Disciplinary action will be taken against any Director and employee found to be in breach or non-compliance of the ABAC Policy. The Group reserves the right to terminate any relationships with any external parties who is found to act in cohort in the act of bribery and corruption.