



Compliance to anti-corruption laws, conventions, codes & rules policy

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Scope of services: RETEMS Logistics is a provider of International Freight Forwarding, Warehousing and Customs Clearance Services.

Statement: All RETEMS Logistics staff and related parties are required to comply with anti-corruption laws, conventions, codes & rules. Each person or organization, which works for or with RETEMS Logistics, shall accept zero-tolerance approaching to acts of any type of corruption; facilitation payments; kickbacks; bribes and anti-money laundering.

RETEMS Logistics states that bribery, corruption and anti-money laundering are criminal offences and punishable for individuals by imprisonment and a fine, and if the Company is found to have taken part in corruption and money laundering we could face an unlimited fine, be excluded from tendering for any contracts and face damage to our reputation. RETEMS Logistics takes its legal responsibilities very seriously and expects all our staff members and partners to do the same.

Definitions:

- **Corruption** - the dishonest or fraudulent conduct by those in power, typically involving bribery.
- **Convention** - an agreement between states covering particular matters, especially one less formal than a treaty or a way in which something is usually done.

Responsibilities: Our employees must never directly or indirectly accept or agree to receive a financial or other advantage as a reward for the improper performance of their duties. It makes no difference whether the advantage is for them or a third party.

The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for us or under our control. All Workers are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Expectations from interested parties: We expect and request our Competitors, Customers, Suppliers and other external interested parties to comply with anti-corruption laws, conventions, codes & rules.

Reporting: Our employees shall immediately report to management if they believe or suspect that a conflict with this policy has occurred, or may occur in the future. Any person reporting a suspected violation of this policy will never be subject to disciplinary action or retaliation for the act of making the report.

Confidentiality: If reporter does not feel comfortable stating his/her name – he/she can make report confidentially. No attempt from management will be made to identify the individual. Information provided by the individual, or obtained in the course of investigation, will be treated as confidential to the extent permitted by law.

Disciplinary measures: Any our employee or partner which violates these requirements in connection with RETEMS Logistics business will be subject to disciplinary measures, up to and including termination of labor contract in the case of an employee, or termination of business relations in the case of a external party and, where appropriate, referral of the matter to relevant law enforcement authorities.

Communication: The compliance to anti-corruption laws, conventions, codes & rules policy principles will regularly be communicated and available to staff at all times. To involve our Customers, and any interested parties with a legitimate interest in our commitment, this Policy Statement is made available on our website

<https://retemsgroup.com/>

Director:
Mehdiyev S.L.

