



Ertha Energy

Anti-Bribery & Corruption Policy

Ertha Energy Sdn Bhd is committed to conducting its business with the highest ethical standards and in compliance with all applicable laws and regulations, including Malaysian Anti-Corruption (MCCA) Act 2009 and other similar anti bribery laws where we do business. This Anti-Bribery and Corruption Policy (Policy) sets forth the company's zero-tolerance approach to bribery and corruption.

APPLICABILITY

This Policy applies to all employees, directors, officers, agents, and representatives of the Company, as well as any third parties acting on the Company's behalf.

DEFINITION

Bribery is the offering, promising, giving, accepting, or soliciting of any undue advantage to or from any person, including a government official, employee, or agent, in order to influence or reward any action or decision.

The Company has a zero-tolerance approach to bribery and corruption. The Company prohibits all employees, directors, officers, agents, and representatives from engaging in any form of bribery or corruption. This prohibition applies to all activities of the Company, both domestic and international.

PROHIBITION

ErthaMilestone Pte Ltd strictly prohibits any form of bribery or corruption. This includes, but is not limited to:

- Offering or promising any gift, payment, or other benefit to a government official or employee, or to any other person, in order to influence or reward any action or decision.
- Soliciting or accepting any gift, payment, or other benefit from a government official or employee, or from any other person, in return for any action or decision.
- Making any false or misleading statements about the company's products, services, or financial condition to gain any undue advantage.
- Engaging in any other form of corrupt conduct.

REPORTING

Any employee who becomes aware of a potential violation of this policy must report it immediately to their supervisor, manager, or the designated compliance officer. Reports can be made anonymously, and no retaliation will be tolerated against whistleblowers acting in good faith.

NON-COMPLIANCE

Violations of this policy may result in disciplinary action, including termination of employment or contractual relationship. Legal action may also be pursued against individuals or entities involved in corrupt practices.

Ertha Energy Sdn Bhd is committed to fostering a culture of integrity and compliance with anti-bribery laws. By adhering to this policy, we contribute to the maintenance of a fair and transparent business environment.

BK Dash
Managing Director
31st August 2022