



## ANTI-CORRUPTION PRINCIPLES

The Board of Administration of Eco-Oil, undertakes to adopt principles and measures to prevent the payment of bribes or kickbacks in any transaction.

Eco-Oil business relies on the trust we build with our customers, partners and suppliers. Paying bribes or kickbacks breaks that trust. Bribery influences the decisions process and is inconsistent with Eco-Oil mission.

Eco-Oil is committed to doing business with integrity and transparency.

### Support actions

In line with the anticorruption statement, Eco-Oil pursues the following support actions:

- All Bribes are Prohibited.  
This means you must not pay or offer a bribe or kickback of any kind. Eco-Oil employees are not allowed to solicit or accept a bribe or kickback.
- Keep Accurate Books and Records  
Eco-Oil do not establish or use any undisclosed or unrecorded company funds, such as 'off-book' accounts, for any purpose.
- Raise Concerns and Ask Questions  
Any question will be welcomed and will be addressed by our top management team.
- No Retaliation  
Anyone will suffer adverse consequences for refusing to pay or take a bribe or kickback, or engage in other activities that violate this policy, even if this results in the loss of business to Eco-Oil.

### Involvement

This policy applies to all employees.  
There are no exceptions to this policy.  
Violation may result in disciplinary action, up to and including termination of employment.

November 15<sup>th</sup>, 2019

The CEO

A handwritten signature in blue ink, appearing to read 'V. L. J.', is written over a faint, light blue circular stamp.