



LESETHABISO

SOLUTIONS AND SERVICES

Building the Future, Restoring the Present.

ANTI-BRIBERY AND CORRUPTION POLICY

1. INTRODUCTION

Lesethabiso Solutions and Services (Pty) Ltd ("the Company") is dedicated to upholding the highest standards of ethics, integrity and professionalism in all aspects of its operations. This Anti-Bribery and Corruption Policy ("the Policy") articulates the Company's unwavering commitment to combat bribery and corruption and establishes clear guidelines for all employees, stakeholders and business partners to adhere to.

2. SCOPE

This Policy applies to every role associated with the Company, including employees, directors, officers, contractors, agents, consultants and any other representatives. Additionally, this Policy extends its principles to the Company's suppliers, clients and other external entities with whom the Company engages.

3. PROHIBITION OF BRIBERY AND CORRUPTION

The Company emphatically prohibits all forms of bribery and corruption, both direct and indirect, across all its operations. This includes the prohibition of offering, providing, receiving or soliciting improper financial or non-financial advantages to manipulate business decisions or gain an unfair advantage.

4. GIFTS, HOSPITALITY AND ENTERTAINMENT

The Company acknowledges the significance of nurturing robust business relationships; however, it is equally committed to preventing situations that could give rise to suspicion of bribery or undue influence. Gifts, hospitality and entertainment should be offered or received in compliance with applicable laws and regulations and should not compromise the integrity of any business transaction.

5. FACILITATION PAYMENTS

Facilitation payments, which encompass small bribes made to grease the wheels and expedite routine procedures, are categorically prohibited by the Company. These payments are illegal and will not be tolerated under any circumstances.

6. REPORTING AND WHISTLEBLOWING

A cornerstone of this Policy is the encouragement of individuals associated with the Company to promptly report any suspected dodgy activities related to bribery or corruption. The Company has implemented a confidential and secure whistleblowing mechanism to facilitate the reporting of such incidents without fear of victimisation.

7. COMPLIANCE WITH LAWS AND REGULATIONS

The Company is steadfast in its commitment to complying with all applicable laws and regulations pertinent to anti-bribery and corruption. This encompasses compliance with the Prevention and Combating of Corrupt Activities Act 12 of 2004 in South Africa.

8. CONSEQUENCES OF NON-COMPLIANCE

Any violation of this Policy will be met with stern action. The Company reserves the right to take disciplinary measures, including but not limited to dismissal, civil or criminal action, and reporting to the relevant authorities.

DIRECTOR'S SIGNATURE:

Oupa J. Ramphomane Managing Director, Lesethabiso Solutions and Services (Pty) Ltd

Date: _____



ACKNOWLEDGMENT:

I hereby confirm my understanding of the Anti-Bribery and Corruption Policy of Lesethabiso Solutions and Services (Pty) Ltd. I pledge to uphold the principles and guidelines set forth in this Policy.

Name: _____

Signature: _____

Date: _____

For any inquiries or to report concerns related to bribery and corruption, please contact the Compliance Officer at info@lesethabisosolutions.co.za.

[Date of Policy Adoption: _____]



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