

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

1.PURPOSE:

Triode Group Ltd is committed to conducting business in an ethical and transparent manner, and as such, prohibits all forms of bribery and corruption. This policy is intended to provide guidance and support to all employees, agents, contractors, and suppliers of Triode Group Ltd, in ensuring that they conduct themselves in compliance with all applicable laws, regulations, and ethical standards.

2.POLICY STATEMENT:

Triode Group Ltd is committed to preventing and detecting bribery and corruption in all its forms. The company prohibits any form of bribery or corruption, whether directly or indirectly, and will not tolerate any such behaviour from any of its employees, agents, contractors, or suppliers. This policy applies to all employees, agents, contractors, and suppliers of Triode Group Ltd, regardless of their location or role within the company.

3.DEFINITIONS:

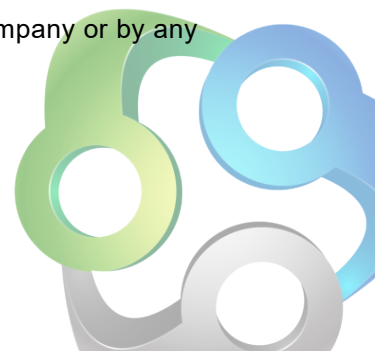
Bribery: The offering, giving, receiving, or soliciting of any undue advantage or benefit, whether in the form of cash, gifts, services, or other items of value, in exchange for any improper or unlawful action or inaction.

Corruption: Any illegal, unethical, or dishonest activity undertaken by an individual, whether in the public or private sector, which undermines the integrity of the organisation, compromises the rule of law, or distorts the market.

4.PROHIBITED CONDUCT:

Triode Group Ltd prohibits all forms of bribery and corruption, including but not limited to the following:

1. Offering, promising, or giving any financial or other advantage to any person, whether directly or indirectly, in exchange for any improper or unlawful action or inaction.
2. Soliciting, accepting, or receiving any financial or other advantage from any person, whether directly or indirectly, in exchange for any improper or unlawful action or inaction.
3. Making, authorising, or accepting any payment or gift, whether in cash or in kind, to any public official, government agency, or political party, in exchange for any improper or unlawful action or inaction.
4. Facilitating or participating in any activity that involves the laundering of proceeds of crime or the financing of terrorism.
5. Misusing or misappropriating any company assets, funds, or resources for personal gain.
6. Failing to report any knowledge or suspicion of bribery or corruption within the company or by any third party acting on behalf of the company.



5.COMPLIANCE:


All employees, agents, contractors, and suppliers of Triode Group Ltd are required to comply with this policy and to report any suspected or actual incidents of bribery or corruption to the management. Failure to comply with this policy may result in disciplinary action, up to and including termination of employment, legal action, and reputational damage to the company.

6.TRAINING AND AWARENESS:

Triode Group Ltd is committed to ensuring that all employees, agents, contractors, and suppliers are aware of this policy and the importance of preventing bribery and corruption. The company will provide regular training and awareness-raising activities to all staff and will make this policy available to all interested parties.

7.CONCLUSION:

Triode Group Ltd is committed to conducting business with integrity, honesty, and transparency, and expects all employees, agents, contractors, and suppliers to act in compliance with this policy and with all applicable laws and regulations. By adhering to this policy, we will ensure that Triode Group Ltd continues to operate in a fair and ethical manner, preserving the trust and confidence of our stakeholders.



Nathaniel Fairweather
Managing Director
18 April 2023

