

Anti-Bribery and Anti-Corruption Statement

Fischcon is committed to conducting business with the highest ethical standards. We have a zero-tolerance policy towards bribery and corruption in any form. Our reputation for integrity and fair dealing is essential to our success and the trust of our clients, partners, and the communities in which we operate.

Key Principles:

- 1. Compliance with Laws:** We adhere strictly to all applicable anti-bribery and anti-corruption laws and regulations.
- 2. Zero Tolerance:** We prohibit any form of bribery or corruption, whether direct or indirect, including the offering, giving, receiving, or soliciting of anything of value to influence the actions of an individual in a position of power.
- 3. Transparency and Accountability:** All business transactions must be transparent and accurately recorded in our financial books. We maintain proper internal controls and auditing processes to ensure compliance and accountability.
- 4. Gifts and Hospitality:** We acknowledge that gifts and hospitality can be a customary part of business relationships. However, these must never be used to gain an unfair advantage. All gifts and hospitality must be reasonable, proportionate, and fully documented.
- 5. Third-Party Relationships:** We expect all third parties, including suppliers, contractors, and business partners, to share our commitment to anti-bribery and anti-corruption practices. Due diligence is conducted before engaging with any third party, and ongoing monitoring is carried out to ensure compliance.
- 6. Training and Awareness:** We provide this statement to all our employees and stakeholders to ensure they understand our anti-bribery and anti-corruption policies and their responsibilities under the law.
- 7. Reporting and Whistleblowing:** We encourage all employees and stakeholders to report any concerns or suspicions of bribery or corruption. Reports can be made confidentially, and there will be no retaliation against individuals who report in good faith.
- 8. Continuous Improvement:** We regularly review and update our anti-bribery and anti-corruption policies and practices to ensure they remain effective and aligned with best practices and regulatory requirements.

By upholding these principles, **Fischcon** aims to maintain the trust of our stakeholders and contribute positively to the industry and society. All employees, partners, and stakeholders are expected to adhere to these standards and help us in our mission to conduct business with integrity and fairness.

For any questions or concerns regarding this policy, please contact our Compliance Officer (Rob Versteeg at rob.versteeg@fiscon.com)

Jan-Willem Altelaar

Managing Director – Vianen 2024