



Anti Bribery and Corruption Policy

Approved by Agilitus' Audit & Risk Management Committee (ARC)

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Contents

1. Purpose	Error! Bookmark not defined.
2. Scope	3
3. Definitions	3
4. Responsibilities	3
5. Legislation and Standards	3
6. Policy Principles	3
7. Reporting and Resolution	4
8. Contact Information	4

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1. Purpose

Agilitus Pty Ltd (Agilitus) is committed to upholding the highest ethical standards in all business activities. This policy fosters a culture of honesty and integrity, ensuring ethical operations.

2. Scope

This policy applies to all Agilitus employees, contractors, and third parties acting on behalf of the company, including clients, joint venture partners, and suppliers.

3. Definitions

Bribery involves the offering, giving, receiving, or soliciting anything of value to influence actions in a position of trust.

Corruption involves dishonest or fraudulent conduct by anyone in a position of authority, often involving bribery.

4. Responsibilities

Employees must not offer, promise, give, request, or accept bribes or other improper benefits.

Management is responsible for promoting a culture of integrity and ensuring compliance with this policy.

Audit & Risk Management Committee oversees the governance and implementation of this policy.

5. Legislation and Standards

Agilitus will comply with the following legislation and standards.

- *Australian Criminal Code Act 1995 (Cth)*
- United Nations Convention Against Corruption (UNCAC)
- ISO 37001: Anti-Bribery Management Systems

6. Policy Principles

Zero Tolerance - No engagement in bribery or corruption.

Compliance - Adherence to anti-corruption laws and this policy.

Gifts and Hospitality - Strict guidelines to avoid improper influence.

Facilitation Payments – Prohibited.

Support - Full support for refusing bribes or unethical actions.

Training and Awareness - Regular programs for understanding responsibilities.

Monitoring and Review - Regular updates to ensure effectiveness and compliance.



7. Reporting and Resolution

Report suspected violations to a manager, director, executive team member, or the General Manager (GM) of Commercial. Investigations will be confidential and thorough, with no reprisals for good faith reports.

8. Contact Information

For further details or to report issues, please contact Jamie Little, General Manager Commercial 0423 053 767.

Craig Bloxham

**Managing Director
Agilitus Pty Ltd**



Agilitus is a multidisciplinary engineering, EPCM and ESG consultancy, delivering technical solutions for clients in the Resources, Energy and Industrial sectors. We are majority owned by our employees, who are united by our purpose – together, we embrace innovation to solve complex problems, for today and future generations.

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