

HERMANA

ANTI-CORRUPTION POLICY

HERMANA IS COMMITTED TO PREVENTING BRIBERY, ILLEGAL INFLUENCE, FRAUD AND MONEY LAUNDERING

We are all equally responsible and accountable for:

1

Preventing that anyone gives, offers, or accepts an improper advantage in return for a decision or performance of an assignment

2

Preventing any form of fraud taking place in our operations

3

Preventing that proceeds from criminal activities is received by Hermana

We achieve this through:

Conducting risk assessments when we engage with business partners and in high-risk countries

Performing thorough due diligence of business partners and their ultimate beneficial owners to detect if they have been involved in illegal activities

Communicating our expectations to all business partners, use anti-corruption clauses in our agreements, require declarations are signed before initiating engagements

Training all employees and high-risk business partners

Communicate our whistleblowing mechanism

Strict internal controls for transactions with high-risk business partners or in high-risk countries

Monitoring of operations and business partners through audits and inquiries