

ANTI-BRIBERY AND CORRUPTION POLICY

At Hartmann Packaging (M) Sdn. Bhd., we are fully committed to conducting our business with the highest standards of integrity, transparency, and accountability. We adopt a strict zero-tolerance policy toward all forms of bribery and corruption, in line with the **Malaysian Anti-Corruption Commission Act 2009 (MACC Act 2009)** and applicable laws and regulations.

We are dedicated to maintaining ethical business practices across all areas of operation. No employee, representative, or business partner shall, directly or indirectly:

- Offer, give, solicit, or accept any form of bribe, kickback, facilitation payment, or improper inducement.
- Engage in conduct intended to gain unfair business or personal advantage.

Our decisions are based solely on merit, fairness, and the best interests of the company, our customers, and our stakeholders.

This policy forms part of our corporate governance framework and will be reviewed periodically to ensure ongoing compliance with Malaysian legislation and international best practices. Updates may be made as necessary, and employees will be informed of any revisions.

At Hartmann Packaging (M) Sdn. Bhd., we take pride in fostering a culture of ethical behaviour, trust, and responsibility. Our commitment to integrity is essential to maintaining our reputation and ensuring the sustainable success of our business.

Approved on 01st July 2025