

ANTI BRIBERY POLICY

- 1、 Employees of the Company shall carry out relevant business work through normal channels and shall not give gifts, gift money, gift cards, negotiable securities or other benefits and interests to customers' employees in various way.
- 2、 Employees of the Company shall not invite customers' employees to attend banquets or travel, study, fitness, entertainment and other activities in the way of business negotiation and signing of business contracts.
- 3、 Employees of the Company shall not provide communication tools, transportation tools, high-grade office supplies, reimburse communication expenses and transportation expenses that should be paid by individuals to customers' employees or individuals.
- 4、 The employees of the Company shall not propose or imply to provide financial assistance or convenience for the clients' employees in housing decoration, weddings and funerals, work arrangements for their relatives, etc.
- 5、 Employees of the Company shall not, for the purpose of seeking illegitimate interests, arbitrarily negotiate privately with customers' employees on business issues or reach a tacit understanding of interests.
- 6、 The Company shall not arrange any employee of Party A who leaves or retires less than three years to be responsible for or handle the business related to the corresponding customers on behalf of the Company.
- 7、 The Company shall not employ any person who has resigned or retired from the Client as its legal representative, shareholder or senior management.

01st June 2018

Chief Executive Officer
Date

Leader Marine