



Anti-Corruption and Bribery Policy

Approved by the MLG Oz Limited Board on 14 May 2024



Contents

1. INTRODUCTION	3
2. OUR COMMITMENT	3
3. GIFTS, ENTERTAINMENT, SPONSORSHIPS AND DONATIONS	3
4. OUR RESPONSIBILITY.....	4



1. INTRODUCTION

This document sets out MLG Oz Limited's (the Company) commitment to maintaining the highest standards of ethical behaviour and integrity in all aspects of its business operations. The Company has a zero tolerance policy towards corruption and bribery.

2. OUR COMMITMENT

The Company will act with integrity by:

- (a) Never offering, paying, soliciting or accepting bribes in any form;
- (b) Never offering or accepting an item, money, travel, hospitality, entertainment or other token of appreciate that may be construed or used by others to allege favouritism, discrimination, collusion or similarly unacceptable practices;
- (c) never engaging in any form of corrupt business practice, whether for the benefit of the Company, its employees, or any other party.

A bribe may be monetary or non-monetary, tangible or intangible. It may take the form of, or be facilitated through:

- (a) Payments of money;
- (b) Gifts or entertainment;
- (c) Discounts, loans and/or financing given on non-commercial terms;
- (d) rebates or kickbacks in relation to services provide;
- (e) overpayments to business partners
- (f) use of assets at a discount or free or charge
- (g) sponsorships, charitable contribution and community investments;
- (h) political contributions;
- (i) employment or internships, or
- (j) information or assistance.

Corruption means the misuse of abuse of public or private office or power for personal gain.

3. GIFTS, ENTERTAINMENT, SPONSORSHIPS AND DONATIONS

The Company will provide and accept gifts and entertainment that are in good faith, occasional, reasonable and appropriate and seen as normal business courtesy. The Company will not give or accept gifts and entertainment or contribute to a sponsorship or donation with the intent of influencing decision-making or could be capable of being regarded in any way as a bribe.



The test to be applied is whether in all the circumstances the gift or hospitality is reasonable and justifiable. The intention behind the gift should always be considered.

To ensure proper implementation of this policy, any gift valued over \$500 given or received should be disclosed to the relative Executive (or his or her delegate).

4. OUR RESPONSIBILITY

All Company employees, vendors, contractors, consultants and other business partners are expected to read, understand and adhere to this to this policy.

The Company reserves the right to take disciplinary action, up to and including termination of employment or contracts, against any individual found to have violated this policy.