

Teejay Lanka PLC Group of Companies

Anti-Corruption Policy

Teejay Group of Companies (hereinafter referred to as the company) has zero tolerance to corruption.

The company is committed to comply to all laws as a corporate citizen.

The leaders at Teejay are committed to ensure that the company is managed using processes that are corruption free.

The company shall also use processes to ensure anti-corruption policy explicitly applies to;

- persons who are not employees but are authorised to act on behalf of the company or represent the company.
- non-controlled persons or entities that provide goods and services to the company under contract.

As part of the policy, the company prohibits facilitation payments to get things done.

Year-end or complimentary gifts shall be within approved value limits.

The company also prohibits monetary contributions as a corporate to political parties. The company prohibits employees engaging in;

- political activities using company resources at any time **or**
- political activities personally during working hours.

All employees and Directors at Teejay Group of Companies are required to abide by this policy and take all actions necessary to ensure that the policy is implemented effectively.

Other policies/documents that are to be read together with this policy;

- Quality Policy
- Code of Conduct
- Declaration of Conflict of Interest

Please confidently report any violation of this policy to the undersigned directly without risk of reprisal.

Signed.

Pubudu de Silva

Chief Executive Officer

Teejay Lanka PLC Group of Companies.

7th January 2020.