



Contract Mining | Mining & Construction Equipment

HUMAN RESOURCES POLICY	
POLICY TITLE – ANTI-BRIBERY AND ANTI-CORRUPTION	
CUSTODIAN: HUMAN RESOURCES DEPARTMENT	
POLICY VERSION: 001	DATE: MARCH 2021

1.0 Purpose

This policy is to make every employee and contractors aware of the uncompromising position of Rocksurre International Limited (RIL) in relation to bribery and corruption. The company considers bribery and corruption as a criminal offence which is unacceptable and unethical and are inconsistent with our values.

2.0 Policy Statement

- a. RIL takes a zero-tolerance approach to bribery and corruption and therefore entreats that all official duties of RIL must be conducted in an ethical, honest and legal manner.
- b. RIL employees are expected at all times to conduct themselves professionally, fairly and with high integrity which reflects the company’s values at all times no matter the contrary practices elsewhere.
- c. RIL is committed to abiding by all laws relevant to countering bribery and corruption in all its areas of operation.

3.0 Scope

The policy applies to employees and contractors irrespective of their geographical location when undertaking company business.

4.0 Guidelines

All employees are expected to understand and comply with the policy and applicable laws in business dealings throughout the company’s operations.

- a. No individual must be involved in any activities which could be perceived or constitute bribery or corruption
- b. All official duties must be accurately recorded when transacting official work.
- c. Any individual involved in corrupt activity which has a rippling effect on the image of the company, such perpetrators of the illegal activities business will face disciplinary sanctions..
- d. All reported incidents on bribery and corruption must be promptly and thoroughly investigated and dealt with appropriately.

5.0 Non-Compliance

Breaches to this policy are treated as serious misconduct and those found not following the standards set shall be dealt with accordingly including disciplinary action.

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