

Anti-corruption and bribery policy

At Roblon, we expect all external relations to maintain a high level of integrity and responsibility, and the Group does not participate in corruption or bribery. The Group does not offer, promise or give any form of bribe for the purpose of exerting undue influence on external relations, public or private. Roblon also does not receive or accept any form of bribe.

Roblon realizes its policy by:

- elements of Roblon's code of conduct aim to ensure that Roblon does not participate, directly or indirectly, in corruption or bribery. The code of conduct has been communicated to all employees, suppliers, and other business partners, who are all required to endorse it.
- when new customers are set up in our system, any relevant risk factors in the customer relationship are identified.
- having established and implemented a whistleblowing scheme enabling employees, former employees, customers, suppliers, business partners, shareholders, and other stakeholders to report suspected unlawful or unethical conduct within the Roblon Group, such as suspected financial crime, bribery, corruption, breach of competition law or environmental and climate regulations, discrimination, bullying, threats, or sexism.