



## **Anti-Bribery and Anti-Corruption**

PF SPL maintains a zero-tolerance approach towards bribery and corruption. Any form of bribery or corrupt practice is strictly prohibited, as it is not only contrary to the Company's values and ethical standards but is also a criminal offence under applicable laws. Such acts may expose both the individual and the Company to severe legal consequences, including fines, penalties, imprisonment, and reputational damage.

This policy is applicable to all employees of PF SPL, and members of the Board of Directors. Any incident of bribery or corruption that is reported and subsequently established through due process shall result in strict disciplinary action, including immediate termination of services, in accordance with the Company's policies and applicable laws.