



## TES Group Compliance and Risk Management

### Anti-corruption and Anti-bribery Policy

TES' Vision is to be a global sustainability leader. TES is committed to "sustaining tomorrow" because we believe our future is linked to the success of people and our planet. Our Values "SUSTAIN" reflects our commitments:

<b>Safety</b>	We build safe environments, from both the physical and emotional perspectives.
<b>Understanding</b>	We demonstrate respect and empathy for others, building relationships which are mutually beneficial.
<b>Service</b>	We assist, empower, and support each other and our customers.
<b>Teamwork</b>	We celebrate each other's value and recognize the power of working together.
<b>Attitude</b>	We focus on the positives and the things that matter most.
<b>Integrity</b>	We always do the right thing and do what we say.
<b>Never Give Up</b>	We build resilience and perseverance by learning from success and failure.

TES operates in more than twenty countries. We are responsible citizens of every country in which TES does business. The increasingly global business environment in which TES operates presents business practices with ethical challenges. But, at TES, our integrity is non-negotiable. TES will never trade our business integrity for a business opportunity. TES is committed to conducting business in accordance with the highest standards of ethics and in full compliance with all applicable anti-corruption/anti-bribery laws and regulations, including the Singapore Prevention of Corruption Act, U.S. Foreign Corrupt Practices Act, and the UK Bribery Act. TES has zero-tolerance to all forms of corruption, bribery, extortion, and embezzlement.

TES's Code of Conduct continues to be a key guide to our business integrity. Employees are prohibited from offering or agreeing to give, soliciting, or accepting or agreeing to accept bribes and other improper advantages. There are policies and procedures that must be followed and will continue to be enforced. Employees who engage in or facilitating corruption or bribery, or who fail to comply with all applicable laws, regulations, and TES' anti-corruption/anti-bribery policies and procedures, may be subject to disciplinary action, up to and including termination. TES employees, including subsidiaries, must report all reasonably suspicious activities, improper conduct, ethical concerns, or questions, to TES Ethics and Compliance Council (ECC) at [ecc.global@tes-amm.com](mailto:ecc.global@tes-amm.com); or report such concerns confidentially through TES Whistleblowing Program (<https://secure.ethicspoint.eu/domain/media/en/gui/106743/index.html>).

TES also requires its suppliers to have a similar commitment and comply to TES Supplier Code of Conduct. TES reserves the right to terminate immediately any business relationship that violates TES Supplier Code of Conduct. If suppliers become aware of a breach of any of the requirements of the TES Supplier Code of Conduct by its own employees or TES employees, suppliers shall inform TES ECC at [ecc.global@tes-amm.com](mailto:ecc.global@tes-amm.com); or report such concerns confidentially through TES Whistleblowing Program (<https://secure.ethicspoint.eu/domain/media/en/gui/106743/index.html>).

TES has zero-tolerance towards retaliation against employees and/or suppliers who report their concerns in good faith.

**TES Group CEO**  
Gary Steele

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**TES Group Executive Chairman & Founder**  
Terence Ng

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