

Anti-Corruption Policy

Preamble	we, at RAKSUL Group, pledge to take part in a fair, transparent, and free competition, continue taking actions to stay just and honest and live up to the trust society places in us. We have established this Anti-Corruption Policy in order to further embody this pledge.
Offering Benefits to Public Servants	<p>In order to ensure that we do not engage in any of the following corrupt practices, we will examine, establish, and continuously improve the appropriate anti-corruption management systems based on the specifics and risks of each country and region.</p> <p>(1) Corrupt practices such as bribery, illegal political contributions, donations, and sponsorships</p> <p>(2) Providing improper financial or other benefits to customers or business partners to obtain or maintain trade or business favors</p> <p>(3) Demanding and accepting financial or other benefits from public officials, customers, or business partners in exchange for business favors</p>
Offering Benefits to Business Partners	
Offering Benefits to Public Servants and Business Partners	
What We Expect of Our Partners	We also request our business partners to understand this policy and cooperate with us in our anti-corruption efforts.
Documentation	We properly and accurately record all costs and expenditures to ensure no bribery is taking place in violation of this policy
Building a System to Prevent Corruption	We have established and will maintain the following appropriate systems in order to implement this policy.
	(1) We have established an “Annual Compliance Plan” for our employees and conduct employee education such as legal compliance and anti-corruption training.
	(2) We have an internal whistle-blower system to detect, correct, and resolve violations of laws, regulations, internal codes of conduct and rules at an early stage. There are three points of contact for whistle-blowing, and they have been made known to our employees: an internal contact, an Audit & Supervisory Committee member contact, and an external contact (law firm). Through our internal reporting rules, we ensure that our employees will not be mistreated or face deterioration of their work environment as a result of their reporting.
	(3) We will set up a contact point to facilitate reporting from our business partners.

July 14, 2022: Established