Anti-Bribery & Corruption Policy Statement

Our Business

Arco's mission is to keep people safe at work. We focus on ensuring our customers have access to quality and compliant products from an ethical supply chain. We are an integral part of our customers' supply chains and we pride ourselves on being a well-governed ethical and compliant supplier. We endeavour to use our relationships across the world to improve compliance quality and ethical trading standards.

Our policy and related guidance are intended to meet our compliance obligations as well as supporting our stakeholders to meet theirs.

In this anti-bribery & corruption policy statement ('**Policy**') and any supporting guidance ('**Guidance**'), '**We**' or '**Arco**' refers to Arco Limited and its subsidiaries and '**our**', '**us**' or any equivalent phrase shall be interpreted accordingly.

What is bribery and corruption?

Corruption is the misuse of office or power for private gain. Bribery is a form of corruption. It includes offering, promising, giving, accepting or seeking a bribe.

A bribe is a financial or other advantage, promised, requested or given to induce a person to perform a relevant function or activity improperly, or to reward them for doing so. In practical terms, a financial or other advantage is likely to include cash or cash equivalent, gifts, meals, entertainment, services, loans, preferential treatment, discounts or anything else of value.

Our policy

Our position is simple: we conduct our business to the highest legal and ethical standards. We will not be party to corruption or bribery in any form. Such acts would damage our reputation and exposes us, and our staff and representatives, to the risk of fines and imprisonment. We take a zero-tolerance approach to bribery and corruption by our people and our third-party representatives.

This policy and guidance are intended to ensure that we maintain the highest standards and form part of our 'adequate procedures' for the prevention of bribery.

Application of this Policy

This policy applies to Arco and all Arco colleagues. All Arco colleagues must read, apply and comply with their obligations under this policy and supporting guidance. The board will regularly assess the effectiveness of our procedures to prevent bribery.

This policy is also relevant to our vendors, suppliers, service providers and customers (together our '**Commercial Partners**') when conducting business with us and this policy is reflected in our Supplier Code of Conduct. We will not work with commercial partners who are not committed to complying with applicable laws and standards.



Guy Bruce

Chief Executive Officer

Approved by the Board of Directors of Arco Limited

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