

## > ANTI-BRIBERY MANAGEMENT

The Techocean Group performs Manufacture, Coating, Maintenance and Installation of metal structures, pipes and Machining accessories. Non-Destructive Testing Inspection, Labor supply, Specialized Services and Management of industrial scalpels in the Oil and Gas sector. The company's core values are to combat bribery through a culture of encouraging Habits of integrity, transparency and compliance with regulations.

In order to guarantee the legality of the company, based on the following guidelines:

- It is forbidden to give, offer or receive bribes;
- All business partners must comply with the requirements of the ethics and Anti-Bribery Management System;
- All stakeholders must comply with the anti-corruption laws applicable to the organization;
- Every complaint received will be evaluated and, if necessary, an appropriate investigation will be carried out; in the case of a duly substantiated complaint, the complainant will not suffer any reprisals;
- In order to protect the Anti-Bribery Management System from bribery pressures and to avoid false reports, those responsible for "Fake News" type reports will be investigated for defamatory practices and will be liable under the Civil and criminal Code according to the Nature of the offense;
- Continuously improve the Anti-Bribery Management System;
- O The Ethics and Anti-Bribery Compliance Committee has full independence and authority in accordance with the requirements of ISO Standard 37001;
- Violation of the Anti-Bribery Policy will result in disciplinary measures for individuals

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