



WHAT ARE BRIBERY AND CORRUPTION?

A **bribe** is an inducement or reward offered, promised, or provided to gain any commercial, contractual, regulatory, or personal advantage.

Anybody who accepts any gratification from anybody else

or gives any gratification to anybody else to influence the receiver to conduct herself/himself in a way that amounts to the unlawful exercise of any duties commits the crime of **corruption**.

OUR STANDARDS

Tsebo's global standards adhere to the UK Bribery Act and the South African Prevention and Combatting of Corrupt Practices Act. In terms of our internal governance, all Tsebo employees must adhere to our:



anti-bribery and anti-corruption policy,



gifts and entertainment policy and



whistleblower policy and procedure,



strict code of ethics and good business practice

**These policies and procedures guide maintaining and improving a robust framework for overall good corporate governance and ethics.*

EXAMPLES



Taking compensation and co-conspiring with criminals to steal the property/goods of Tsebo or its clients.

Participating in a bribery scheme where you accept (or ask for) payments from a vendor in exchange for an advantage.



Using client or Tsebo resources or goods to further your own interests.

Giving or receiving cash to extend or renew a contract.



SEE SOMETHING, SAY SOMETHING

Tsebo operates an independent 24/7 hotline monitored by Deloitte, where suppliers, employees and clients can notify the business of ANY wrongdoing which will be investigated.

**24/7 TSEBO
TIP-OFFS ANONYMOUS
HOTLINE**

Email: tsebo@tip-offs.com

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