



DUOPHARMA

ANTI-BRIBERY MANAGEMENT SYSTEM ("ABMS")

OBJECTIVES

The Board of Directors and Senior Management are resolutely committed to fostering an ethical culture throughout the Group. The Board is fully cognisant of its responsibility to establish the ethical tone, in order to lead by example, i.e. to commence from the leadership and thus promulgate this behaviour throughout the organisation at all levels. The leadership has therefore acted to establish the enhancement of the Group's Ethics, Integrity, and Anti-Corruption framework together with the implementation of the Anti-Bribery Management System ("ABMS").

We will move forward to achieve this by:

- Upholding Anti-bribery principles and complying to Adequate Procedures in all business dealings and interactions with external parties, including business partners, government agencies and stakeholders consistent with the Anti-Bribery and Anti-Corruption Policy.
- To embed anti-corruption and adequate procedures in the business processes as identified based on the Corruption Risk Management Framework.
- Complying with all applicable laws, regulations, and standards, including applicable Anti-Corruption Laws, or, where internal policies require a higher standard, will comply with such higher standard.
- Continuously improving our Integrity and Anti-Corruption Framework based on the annual plan.
- Continuously engaging our employees and stakeholders based on the annual plan.
- Believing in adopting the concept of prevention, by Doing It Right First Time, Every Time.
- Nurturing a High Ethical Culture.

This important objectives will be accomplished through strong commitment and support from the Directors, Senior Management, Employees, and solid co-operation with our business associates.

LEONARD ARIFF BIN ABDUL SHATAR
GROUP MANAGING DIRECTOR

DATE:

