



NOVA FRUITS ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

Whoever we may deal with, and wherever we may operate, we are committed to doing so lawfully, ethically and with integrity. We do not tolerate, permit, or engage in bribery and corruption. We expect all of our suppliers of goods, services and anything else to act with honesty and integrity and to comply with this Anti-Bribery and Anti-Corruption Policy and the law.

We prohibit our employees from engaging in acts of corruption, and from paying bribes or kickbacks to, or accepting bribes or kickbacks from, public officials and private individuals such as the personnel of companies with which the company does business.

Our policy includes specifically:

- All gifts and hospitality should be for a genuine purpose, reasonable, given in the ordinary course of business and should comply with this policy. Lavish or unreasonable gifts or hospitality, whether these are given or received, are unacceptable as they can create the impression that we are trying to obtain or receive favorable business treatment by providing individuals with personal benefits.
- All facilitation payments are generally prohibited.
- All payments and commissions to third parties must be made in accordance with the local policies relevant and made via bank transfer through the accounts payable system and be fully accounted for.
- The provision of money or anything else of value, no matter how small, to any public official for the purpose of influencing them in their official capacity is prohibited.
- Company employees must avoid situations or transactions in which their personal interests could conflict or might be seen to be in conflict with the interests of the company. This includes: acting on any client information gained through their employment with the company for personal gain; passing such information to a third party; or acting in any way that could be construed as insider trading.
- In any sponsorship conditions, this must be transparent and properly documented. The company will only provide donations to organizations that serve a legitimate public purpose, and which are themselves subject to high standards of transparency and accountability.
- Our company does not make donations to any political parties, organizations, or individuals engaged in politics

GENERAL MANAGER