

Anti-bribery and Corruption Policy

At Ramelius a core value is being authentic by engaging in moral and ethical behaviour at all times. This extends to acting with integrity and engaging in lawful and ethical business practices in all of our dealings.

We are committed to engaging in ethical business practices by:

- Maintaining a culture that values ethical dealings and is aware of compliance obligations
- Ensuring all Ramelius Directors, employees and contractors (Ramelius Personnel) are aware of activities that are unethical or might constitute bribery and corruption and require practices to manage compliance
- Maintaining accurate and complete records of business transactions
- Managing risks and maintaining controls to prevent, detect and respond to activities which involve or might involve unethical practice, bribery and/or corruption

Unethical, dishonest and corrupt conduct will not be tolerated. Apart from being outside our values, such conduct exposes Ramelius and individuals concerned to criminal prosecution and irreparable reputation damage.

It is expected that Ramelius Personnel:

- Are aware of required ethical practices and compliance requirements of applicable anti-bribery and corruption laws
- Conduct business with partners who also engage in ethical and lawful business practices
- Act at all times with integrity and in the best interests of Ramelius and its stakeholders
- Do not offer, pay, request or accept bribes or other prohibited payments in any form, directly or indirectly, from or to any entity or individual
- Do not engage in money laundering or approve or offer, or make, or accept or request an irregular payment or other thing of value, to win business or influence a business decision in favour of Ramelius
- Avoid the appearance of paying or receiving bribes through political donations or excessive entertainment, hospitality or gifts
- Be vigilant and report any actual or potential acts involving unethical or illegal business practices in compliance with company procedures

Ramelius Personnel found to have engaged in an act of bribery or corruption will be subject to disciplinary action and may face potential prosecution.

Mark Zeptner
Managing Director
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