

## ANTI-CORRUPTION POLICY

The Management and Staff of **JK SCHELKIS GROUP** is committed to implement the **Anti-Corruption Policy** and we strive towards achieving our business goals in an ethical manner.

- **JK SCHELKIS GROUP** strictly prohibits bribery or other improper payments made or received, in any of its business operations.
- This prohibition applies to all business activities anywhere in the world, whether they involve government officials or are wholly commercial.
- This Policy applies to everyone at **JK SCHELKIS GROUP**, including all employees and agents or other intermediaries acting on JK Schelkis Group's behalf.
- Each employee of **JK SCHELKIS GROUP** has a personal responsibility and obligation to conduct the company's business activities ethically and in compliance with the law. Failure to do so may result in disciplinary action, up to and including dismissal.
- **JK SCHELKIS GROUP** has developed a comprehensive program for implementing this Policy.
- The Company has clear accountability mechanisms in place to monitor and report on compliance with these directives.

**Victor Nirmalan**  
**Managing Director**

**Date 19<sup>th</sup> August 2025**