



## ANTI-CORRUPTION, ANTI-BRIBERY AND ANTI-FRAUD POLICY

APRO Group<sup>1</sup> “Collectively referred to APRO” is dedicated to operate its business with honesty and ethically, with a strong focus in preventing corruption, bribery and fraud within the organization. The definition of Corruption, Bribery and Fraud are described as:

- **Corruption:** Corruptly solicit or receive, or agree to receive for oneself, or for any other person, any gratification as an inducement to or reward; Or corruptly give, promise or offer to any person whether for the benefit of that person or of another person, any gratification as an inducement to or reward.
- **Bribery:** Giving or receiving anything from any person (usually money, a gift, loan, reward, favour, commission or entertainment), as an improper inducement or reward for obtaining business, employment or any other benefit.
- **Fraud:** Wrongful or criminal deception intended to result in financial or personal gain. It involves intentionally misleading others or providing false information to deceive, manipulate, or exploit them.

APRO has **ZERO tolerance** for corruption, bribery and fraud activities. We highly value INTEGRITY and are committed to build our business with professionalism, equity and fairness. APRO aims to **achieve ZERO cases** for corruption, bribery and fraud across all operation.

This policy applies to all employees and representatives of APRO, who are expected to refrain from any involvement in corruption, bribery and fraud activities, as followed:

- Offering, paying or giving anything of value to any individual in exchange for an unethical gain not outlined in the employment contract or customer agreement.
- Attempting to mislead or coerce any individual into illegal activities or actions that violate APRO’s Policies.
- Provide false information to any individual to gain advantage.
- Engaging in fraudulent practices that violate APRO’s Policies.

APRO is committed to take immediate action to address and remove any employees exhibiting inappropriate behaviour, to have a professional and positive ethical work environment.

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Li Xiaowen  
Deputy Managing Director  
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<sup>1</sup> APRO Group: APRO Asian Protection Pte Ltd, APRO Technology Pte Ltd, APRO Training Centre Pte Ltd