

ANTI- BRIBERY POLICY

The Anti-bribery and Anti-corruption Policy requires all MIFCO employees and stakeholders to conduct business ethically, transparently, and in compliance with all relevant laws, maintaining a strict zero-tolerance approach to bribery and corruption. The policy applies to all individuals acting for or on behalf of the Company and prohibits offering, giving, requesting, or accepting any payment, gift, or hospitality intended to gain an unfair business advantage, including dealings with government officials, NGOs, and commercial entities. It also forbids facilitation payments, retaliation against employees who refuse to participate in bribery or who report concerns, and any behavior that breaches the policy. Major risk areas identified include gifts, donations, sponsorships, procurement and tenders, payments, recruitment and promotion, and political contributions. Managers are responsible for ensuring compliance, and all employees must understand and adhere to the rules, with violations leading to disciplinary action, legal consequences, or termination. The policy is confidential and may only be shared externally with CEO approval, and all employees especially new hires must undergo regular training to ensure consistent understanding of the Company's zero-tolerance stance and to reinforce ethical business practices.