

HANDLING SYSTEM ANTI-CORRUPTION POLICY



1. Purpose

The purpose of this policy is to establish Handling System Co Pte Ltd's commitment to preventing corruption in all its forms, including bribery and extortion. This policy outlines the principles and guidelines to ensure that all employees, partners, and stakeholders conduct business with integrity and in compliance with applicable laws.

2. Scope

This policy applies to all employees, directors, contractors, consultants, and third parties who engage in business with or on behalf of Handling System Co Pte Ltd, across all regions and jurisdictions in which we operate.

3. Zero Tolerance to Corruption

Handling System Co Pte Ltd strictly prohibits all forms of bribery, extortion, and corruption. We categorically reject the offering, giving, receiving, or soliciting of any form of bribe to further business interests, directly or indirectly.

4. Gifts and Hospitality

Gifts of nominal value of not more than SGD\$50 and/or business-related hospitality may be accepted or offered, provided they:

- Are appropriate, reasonable, and serve legitimate business purposes.
- Do not influence or appear to influence any business decision or favor.
- Comply with local laws and regulations of the countries in which we operate.
- Employees are responsible for evaluating the necessity and appropriateness of such gestures, ensuring they align with Handling System Co Pte Ltd's values, do not create a conflict of interest, and are declared where necessary.

5. Conflicts of Interest

Employees must always act in the best interests of the company. Personal relationships, financial interests, or external affiliations must not influence business decisions. Any potential or perceived conflicts of interest must be disclosed to management for review and resolution.

6. Third Parties

Handling System Co Pte Ltd expects all third parties, including agents, suppliers, and partners, to uphold similar anti-corruption principles. We require partners to adopt a zero-tolerance stance towards bribery and corruption and to align with our standards of ethical conduct.

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7. Reporting and Accountability

Employees are strongly encouraged to report any suspected or actual instances of bribery, corruption, or unethical conduct. Reports can be made anonymously via sustainability@handlingsystem.com.sg, and employees can be assured that no retaliation will occur as a result of their report. Handling System Co Pte Ltd will conduct thorough investigations into all reports and take appropriate disciplinary measures as needed.

8. Compliance and Training

Employees must familiarize themselves with this policy and adhere to its principles in their daily operations. Handling System Co Pte Ltd may provide periodic training to raise awareness of anti-corruption laws and best practices. Any violations of this policy will result in disciplinary action, up to and including termination of employment.

9. Monitoring and Review

Our company will implement continuous monitoring systems to detect and prevent any corrupt practices. We commit to conducting regular audits and reviews of our financial transactions, procurement processes, and operational activities to ensure compliance with our anti-corruption policy.



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Managing Director

HANDLING SYSTEM CO PTE LTD