

ANTI-BRIBERY and ANTI-CORRUPTION POLICY (2021)

Alghanim Freight is determined to lead the relocation/removal industry by taking a clear stand against bribery and corruption.

Data (Privacy) Protection Management is the systematic application of management policies, procedures, and practices with respect to the collection, use, retention, disclosure, and disposal of personal information in conformity with the commitments described in the present document.

Alghanim Freight has included among its internal policy the present agreement applicable to its employees and partners and all those who act on our behalf as company such as agents, consultants, business partners and third parties, being subject to this internal policy of anti-corruption and anti-bribery compliance, transparency, and protection data.

By doing so, Alghanim Freight will protect the best interest of the relocation/removal industry, the agents, the partners, the customers, on employees.

The present document is a declaration of commitment and covers their employees (weather permanent, fixed term or temporary) and any associated third parties providing services to and for Alghanim Freight.

A bribe is an inducement or reward offered, promised, or provided in order to gain any commercial, contractual, regulatory or personal advantage.

Alghanim Freight takes the commitment to ensure no one suffers any detrimental treatment as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption offence has taken place or may take place in the future.

Detrimental treatment includes dismissal, disciplinary actions, threats, or other unfavorable treatment connected with raising a concern.

Alghanim Freight will not promote below types of actions:

- Carry out any act of corruption.
- Take a bribe or bribe public or private officials as well as anyone else.



Hotline: +965 1 888088 | Tel: +965 24745533 | Fax: +965 24736083

P.O.Box 223, Safat 13003, Kuwait, C.R 5744

Email: transportservices@alghanim.com | Website: www.atlas.com.kw



- The commercial bribery and other corrupt activities taken for the benefit of economic enterprise or own.
- The direct and indirect bribery throughout (use of external agents, consultants, and others in possible bribery schemes).
- Wrong presentation and concealment in accounting records with respect to bribery and other improper acts.
- Travels, entertainment, and gifts.
- Payments to facilitate any operation under the anti-bribery law and agree with leading practices, facilitation payments-even though they are legal under the FCPA-should be banned, except in extreme circumstances where the life or property is at risk.
- Use or disclosure of unauthorized data from customers, suppliers or third parties.
- Use or disclose of confidential information for its own benefit or for the benefit of others.

These expectations must be communicated to all those persons who will be performing services for or on behalf of Alghanim Freight, including any subcontractors.

You undertake to:

- Comply with the legal regulations.
- Comply with the Alghanim Freight procedures to prevent bribery and corruption.

Periodic reminders of this policy will be provided to all employees.

Upon revision the present policy will be distributed to all employees, suppliers, and final customers.

ACCEPTANCE:

We consider that all above information is pointed to your attention via our website / the present related link existing in all our staff email signatures.

Renewal Date (if the case): Oct 2022

Reviewed Date: Oct 2021



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