



## ANTI-BRIBERY AND CORRUPTION POLICY STATEMENT

At Faith Engineering Works and Services LTD (FEWS LTD), we are committed to conducting our business with integrity, transparency, and the highest ethical standards. Bribery and corruption undermine trust, hinder economic development, and are fundamentally incompatible with our values. This policy reflects our zero-tolerance stance toward any form of bribery or corruption.

### Scope of the Policy

This policy applies to:

- All employees, officers, and directors of FEWS LTD.
- All third parties acting on behalf of FEWS LTD, including contractors, consultants, suppliers, and agents.

### Our Commitments

1. **Compliance with Laws and Regulations:** FEWS LTD strictly complies with all applicable anti-bribery and anti-corruption laws, including but not limited to the Anti-Corruption Act of Rwanda and relevant international regulations.
2. **Prohibition of Bribery:** Offering, giving, receiving, or soliciting any form of bribe—whether in cash, gifts, services, or any other benefit—is strictly prohibited.
3. **Avoiding Conflicts of Interest:** Employees and representatives must avoid situations where personal interests conflict with those of the company, ensuring that decisions are made in the best interests of FEWS LTD and its Clients.
4. **Third-Party Due Diligence:** FEWS LTD conducts rigorous due diligence when engaging with third parties to ensure they adhere to anti-bribery and corruption principles.
5. **Accurate Records:** All financial transactions and business records must be accurately documented and transparent to prevent fraudulent activities.
6. **Gifts and Hospitality:** Any gifts or hospitality must be modest, reasonable, and intended to promote good business relations. Extravagant or inappropriate offerings are strictly forbidden.
7. **Reporting Mechanisms:** Employees, partners, and stakeholders are encouraged to report any concerns about bribery or corruption without fear of retaliation. Reports can be made through our confidential whistleblowing channel.

### Responsibilities

- **Management:** Ensures implementation, monitoring, and enforcement of this policy.
- **Employees:** Are responsible for understanding and complying with this policy.
- **Third Parties:** Must adhere to this policy while representing or working with FEWS LTD.

## **Consequences of Non-Compliance**

FEWS LTD takes violations of this policy seriously. Personnel who engage in or facilitate bribery, or who fail to comply with all applicable anti-bribery laws, regulations, and the Policy, may be subject to disciplinary action. FEWS LTD also reserves the right to terminate immediately any business relationship that violates the Policy and may also lead to legal proceedings.

## **Continuous Improvement**

FEWS LTD commits to regularly reviewing and updating this policy to reflect best practices and changes in applicable laws.

## **Final Statement**

Faith Engineering Works and Services LTD (FEWS LTD) is dedicated to maintaining the highest levels of professionalism and ethical conduct. Together, we can build a culture that rejects bribery and corruption and promotes transparency and accountability in all aspects of our work. (FEWS LTD) is committed to complying with laws and regulations designed to combat bribery and corruption

A handwritten signature in blue ink is written over a circular blue stamp. The stamp contains the text "ENGINEERING WORKS SERVICES" around the top edge, "Mob. +250788829942" in the center, "TIN:105915980" at the bottom, and "FEWS Ltd" at the very bottom.

## **The Board Chair**