

Anti-bribery and Anti-corruption Policy

All employees of Natural Habitats Group (NHG) and all people who work at any of Natural Habitat's facilities around the world must conduct their business activities honestly and without the use of corrupt practices or bribery to win unfair advantages.

The NHG Management is committed to ensure compliance with the highest legal and ethical standards in all its administrative and logistical business operations. Therefore, we must show integrity and honesty in all our actions, since bribery and corruption affect companies negatively and prevent their growth and development.

This is not only a cultural commitment of NHG, but a moral duty and a legal requirement. Bribery is a crime and corruption exposes the company and their collaborators to risks, fines and imprisonment, as well as it damages the reputation of the company.

This policy applies to all directors, representatives, officers, employees and contractors and establishes the guideline of zero tolerance towards corruption or fraud.

The risks of fraud and corruption are typically classified into the following categories:

Gifts, entertainment and hospitality

In this category we include: receiving or offering gifts, meals or souvenirs for appreciation and gratitude, or invitations to events, functions and other social gatherings that are related to activities regarding our company. These activities are acceptable if they fall within the limits of fair value and occurrence.

Not acceptable are:

Circumstances should never be allowed - includes examples involving:

- A 'favor for something' (offering in exchange for something); or
- gifts in form of cash / vouchers or cash equivalents;
- Entertainment of sexual or other inappropriate nature.

Overall it is acceptable:

Possible conditions that are generally accepted are:

- Simple and informal dinners in which business is discussed;
- Gifts of nominal value, such as pens, or small promotional items.

If the situation does not fall within one of the above categories, please seek the advice of the company management.