

Anti-bribery and Corruption Policy

Iwatani Australia and its subsidiaries, known as Doral, has zero tolerance for bribery or corruption in its business. Its Anti-bribery and Corruption Policy outlines the expectations of its directors, officers, employees, contractors and any other party representing Doral, wherever they are in the world, to act fairly, with honesty, with integrity and in compliance with the law.

All countries in which the Company conducts business have laws that prohibit people and companies from engaging in corrupt conduct. Some of these prohibitions extend to cover bribes to private parties as well as to government officials. Breach of anti-bribery and corruption laws could have serious consequences for Doral and its directors, officers, employees, agents, contractors or any other party representing Doral.

Our commitment:

The Company, its directors, officers, employees, agents, contractors or any other party representing Doral will:

- comply with anti-bribery and corruption laws
- be alert for instances of corrupt conduct and report suspected or actual breaches; and
- maintain measures to detect and prevent bribery and corruption by any party representing Doral.

Furthermore, the Company, its directors, officers, employees, agents, contractors or any other party representing Doral will not:

- exert any influence, lobby any official or offer/accept gifts or hospitality if this might cause or create a perception of impairing objective judgement, improperly influence a decision or create a sense of obligation
- use company property or funds for any unlawful, unethical or improper purpose
- make a facilitation payment
- authorise, make, invite or accept any bribe or improper benefit
- permit anyone to offer or pay bribes or make facilitation payments on behalf of Doral; or
- offer or give anything of value to a government official (or their representative) to induce them to, or reward them for, acting improperly in the course of their public responsibilities.

Accountability

Managers are responsible for promoting and applying this Policy. Responsibility for the effective application of this policy rests with all Doral employees and contractors. Suspected or actual breaches of this Policy should be reported to your direct Manager, CFO or the Managing Director.

Kan Ueda
Managing Director