



Anti-Bribery & Corruption Policy

This policy documents Sustainability's position on bribery and corruption and provides guidance on recognising and dealing with bribery and corruption. A bribe is an inducement or reward offered, promised or provided in order to bring about the improper performance by another person of a relevant function or activity.

The scope of this policy covers all personnel including those on temporary, fixed term contracts, agents, consultants, and business partners as well as any person or organisation who performs services for or on behalf of Sustainability in any location around the world.

Integrity is a key Sustainability value. It is our policy to maintain the highest standards of ethics in all of our business dealings worldwide. Sustainability Pty Ltd is committed to conducting itself fairly, honestly and lawfully in all its business dealings and relationships globally.

We have a zero tolerance approach to corruption and are committed to upholding all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate

Our zero-tolerance approach to bribery and corruption is communicated to all personnel, suppliers, contractors and business partners at the outset of our business relationship with them and as appropriate thereafter.

Signed:

CHIEF EXECUTIVE OFFICER

Date: August 2018