

Anti-Corruption and Bribery Policy

Policy Statement

tango komunikacije d.o.o. is committed to upholding the highest standards of ethics and integrity. We strictly prohibit corruption, bribery, fraud, and conflicts of interest, and this policy outlines our commitment to ethical conduct.

Scope

This policy applies to all employees, suppliers, agents, and third parties acting on behalf of tango komunikacije d.o.o.

Key Definitions

- **Corruption:** Abuse of entrusted power for private gain.
- **Bribery:** Offering or receiving something of value to influence actions.
- **Conflict of Interest:** Personal interests interfering with professional duties.
- **Fraud:** Deception for financial or personal gain.

Commitments

1. **Zero Tolerance:** No tolerance for corruption, bribery, or fraud.
2. **Legal Compliance:** Adherence to all relevant laws and regulations.
3. **Ethical Conduct:** All parties must act with integrity.
4. **Transparency:** We promote accountability in all practices.

Organizational Responsibilities

- **Director:** Oversee policy effectiveness.
- **Compliance Officer:** Implement and ensure compliance.
- **Management and Employees:** Understand, adhere to, and report violations.

Training and Reporting

- Regular training for all employees.
- Confidential channels for reporting concerns, with protection for whistleblowers.

Monitoring and Disciplinary Actions

- Regular reviews and audits for compliance.
- Disciplinary actions for violations, including possible termination and legal action.

Review and Approval

This policy is reviewed annually by the Compliance Officer (Helena Jurlina) and approved by the Director (Richard Thomas Riley).

Date: 12/09/2024.

On behalf of tango komunikacije d.o.o., CEO
Richard Thomas Riley