

NO GIFT POLICY

ERL Group aspires to achieve the highest standards of integrity and honesty in the conduct of its business and operations.

ERL Group staff are required to act in the best interest of ERL Group and to refrain from engaging in conduct which may affect the best interest of ERL Group. Therefore, **ERL Group staff shall NOT:**

- **accept personal gifts from external parties**
- **give personal gifts to external parties**

This policy is meant to avoid conflicts of interest or the appearance of conflicts of interest in any ongoing or potential business dealings of ERL Group.

ERL Group staff are required to familiarize themselves with the provisions of the ABC Policy to ensure their conduct is in compliance with Anti Bribery & Corruption Policy

WHISTLEBLOWING

In ERL Group, we are committed to conducting its business professionally, ethically and with the highest standard of integrity. As part of our commitment, ERL Group practises a zero-tolerance policy against all forms of bribery and corruption, and towards any breaches involving its management, employees and business partners.

If you think you know of any possible violations of law or unethical conducts such as any form of bribery, corruption, fraud, misrepresentations or deliberate errors connected with our financial statements, any form of harassment or conflict between personal life and work or anything else that carries substantial risks to ERL Group and/or public health or safety and security, we highly encourage you to report it.

Your identity will be kept confidential unless required to be declared under the law.

ABC HOTLINE

Telephone : 03 - 22678000

Email : internalaudit@kliaekspres.com

Letters : ABC Internal Audit

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