

## Statement of Ethics

E-Jerrys Nigeria Ltd leading engineering service provider, operating in diverse range of industry in Nigeria and Africa.

We provide wide scope of project services from Electrical, and Mechanical Engineering works in the Beverage industry, Oil & Gas and Power sectors including, Fabrication, Refurbishment, Maintenance and Installation Services

We pride ourselves on our reputation for acting fairly and ethically wherever we do business. Our reputation is built on our values as a company, the values of our employees and our collective commitment to acting with integrity, honesty, openness and professionalism throughout our organization. E-Jerrys Nigeria Limited condemns corruption in all its forms and we will not tolerate in our business or in those we do business with.

Our Anti-Bribery and Corruption Policy sets out in detail how you should behave and what you should do if you are confronted with corruption. We expect that everyone will embrace the Policy and its values and use them in all aspects of your day-to-day work

The Policy is for your benefit as much as for our customers, business partners, subcontractors, suppliers, and associated persons, and all others acting on behalf of E-Jerrys Nigeria Limited.

If convicted of a bribery offence, E-Jerrys might get a significant fine and suffer lasting reputational damage.

Persons who are convicted of Bribery and corruption will face dismissal, disassociation, and even legal prosecution according to the Law.

The potential harm done by bribery, both to E-Jerrys and to anyone involved, is long term and hugely outweighs any potential short-term gain. Bribery is just not worth the risk.

If you have any doubts about any part of this statement, refer to the Policy or you can speak to the Compliance Officer in complete confidence. The management is committed to eradicating corruption and we will stand by you in acting ethically.

Adopt the following principles: -

- Responsibility

You are responsible for your actions. If you break the law, you will have to face the consequences – which could mean a fine, imprisonment, or both.

- Integrity

Don't compromise your integrity. If you think something is wrong, ALWAYS report it. If you aren't sure, consult the Policy. Don't ever let yourself be forced into doing something you know or suspect is wrong.

- Genuineness

Always pay genuine prices for genuine goods and services. Never pay over the odds. Agents who ask for especially large fees or commissions may do so in order to pay bribes on your behalf. If this happens, you will be responsible. Excessive payments are obvious and will always be uncovered.

- Honesty

Act honestly and in good faith at all times and in all aspects of your work.

- Transparency

Keep accurate records (including all invoices and receipts) of everything that you do, especially in relation to the payments you make and what they are for. Full and accurate records demonstrate complete transparency and that you have nothing to hide.

Remember, take the RIGHT approach, and we can eradicate corruption together.

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