

AVW Group – Anti-Bribery & Corruption Statement

AVW Group is committed to conducting all business with integrity, transparency, and the highest ethical standards. We maintain a zero-tolerance approach to bribery and corruption in any form and are committed to complying with all applicable anti-bribery and anti-corruption laws in the jurisdictions in which we operate.

Our Commitment

- AVW Group does not offer, give, request, or accept bribes, kickbacks, secret commissions, facilitation payments, or any other improper advantage—whether directly or indirectly, and whether in cash or any other form.
- We prohibit bribery and corruption involving employees, directors, contractors, consultants, agents, intermediaries, suppliers, customers, government officials, or any other third party.
- We promote honest, fair, and transparent business conduct at all times.

Scope

This statement applies to all employees, officers, contractors, representatives, suppliers, and business partners acting on behalf of AVW Group. Compliance with this policy is a condition of continued engagement.

Gifts & Hospitality

Reasonable, proportionate, and transparent hospitality or business gifts may be permitted only when they:

- Are not intended to improperly influence a business decision
- Are lawful, declared, and properly recorded
- Do not create any obligation or expectation

Improper gifts, entertainment, or benefits are strictly prohibited.

Third-Party Conduct

AVW Group expects all third parties acting for or on its behalf to uphold equivalent anti-bribery and corruption standards. We may conduct due diligence on partners, agents, and suppliers where appropriate.

Record-Keeping & Transparency

All financial transactions must be accurately recorded and supported by appropriate documentation. False, misleading, or incomplete records are prohibited.

Reporting Concerns

Employees and partners are encouraged to report any suspected bribery, corruption, or ethical concerns immediately. AVW Group will investigate all reports promptly and fairly. Retaliation against individuals raising concerns in good faith is not tolerated.

Consequences of Breach

Any breach of this policy may result in disciplinary action, termination of employment or contract, and potential legal consequences including civil or criminal penalties.