



## Politics of Anti-Corruption and Bribery

Prodan operates without using bribery or any other forms of corruption. Therefore Prodan does not tolerate our employees neither to receive nor offer any form of bribe, either directly or indirectly.

Bribery is offering, giving or receiving anything of value (money or gifts) with the purpose that the giver wrongly gets an influence on the recipient's decisions or behavior.

The exchange of gifts is usually considered as a way to build goodwill and show appreciation among the companies we deal with, but if the exchange of gifts are to frequent or extravagant, it might indicate inappropriate behavior.

Each employee must ensure that he or she is not acting for their own benefit and contrary to the interests of the company, and, in the daily work follow existing laws and regulations and use common sense and logic.

Corruption is a criminal offense, and corrupt acts exposes Prodan and Prodans employees to the risk of prosecution, fines and imprisonment, just as Prodans reputation is jeopardized.

Violation of this policy will be taken seriously and may have consequences for the employment and result in legal action.

If an employee suspects that there is corruption or attempts to it, he or she must address Prodans management. All approaches will be treated confidentially.

Randers, 08.10.2020

Prodans management