

ANTI-BRIBERY & CORRUPTION POLICY

1. PURPOSE

Laserbond is committed to a high standard of good corporate governance, conduct and ethical behaviour in all business activities, and investor confidence. This policy is to promote and support this commitment by minimising the risk of bribery or corruption occurring, and providing guidance on dealing with instances of bribery and corruption.

2. SCOPE

This Policy applies to all Laserbond:

- directors and officers;
- employees;
- contractors and consultants;
- agents and representatives; and
- other persons or organisations acting for or on behalf of Laserbond.

This Policy applies to Laserbond's activities in Australia and internationally.

3. BRIBERY AND CORRUPTION

Laserbond prohibits bribery and corruption in all business activities.

Bribery includes offering, promising, giving, requesting, accepting or receiving a benefit or advantage with the intention of improperly influencing a person or obtaining an improper business or personal advantage.

Bribes may include money, gifts, hospitality, travel, employment opportunities, commissions, discounts, donations or other benefits.

Corruption is the misuse of entrusted power or position for personal or business gain.

Employees and persons acting on behalf of Laserbond must not:

- offer, give, request or accept a bribe;
- improperly influence a customer, supplier, public official or other person;
- use a third party to make a payment or provide a benefit that Laserbond could not provide directly; or
- engage in conduct intended to conceal bribery or corruption.

4. GIFTS, BENEFITS AND HOSPITALITY

Gifts, benefits and hospitality must only be offered or accepted where they are reasonable, appropriate to the business relationship, lawful and not intended to improperly influence a decision.

Acceptable gifts and hospitality may include:

- token corporate-branded gifts;
- reasonable refreshments or meals associated with legitimate business activities; and
- attendance at legitimate industry events where there is a genuine business purpose.

Gifts or benefits must not be offered or accepted where they:

- create, or could reasonably be perceived to create, an obligation;
- are intended to influence a business decision;
- involve cash or cash equivalents;

- are excessive or inappropriate; or
- may damage Laserbond's reputation.

Any gift or benefit valued at **AUD \$100 or more** must be reported to the CFO and recorded in the Gift Register.

Where there is uncertainty about whether a gift or benefit is appropriate, employees must seek approval before accepting or providing it.

5. FACILITATION PAYMENTS

Laserbond prohibits facilitation payments.

A facilitation payment is a payment or benefit provided to a public official to expedite or secure the performance of a routine government action.

Employees and persons acting on behalf of Laserbond must not make facilitation payments, regardless of whether such payments may be customary or permitted in another country.

6. POLITICAL AND CHARITABLE CONTRIBUTIONS

Political Contributions

No political donation or contribution may be made on behalf of Laserbond without prior approval from the Board.

Any approved political contribution must comply with applicable laws and disclosure requirements.

Employees may participate in political activities in their personal capacity, provided they do not represent that their views or contributions are those of Laserbond.

Charitable Contributions

Laserbond supports legitimate charitable and community initiatives.

Charitable donations made on behalf of Laserbond must:

- be lawful and ethical;
- be made for a legitimate charitable or community purpose;
- not be used as a means of improperly influencing a person or organisation; and
- receive appropriate approval prior to being made.

7. THIRD PARTIES AND BUSINESS PARTNERS

Laserbond expects contractors, agents, consultants, suppliers and other parties acting on its behalf to conduct business ethically and in accordance with applicable anti-bribery and corruption laws.

Laserbond will maintain appropriate controls to reduce the risk of bribery or corruption by persons acting for or on behalf of the Company.

Employees must not engage or use a third party to undertake conduct that would otherwise breach this Policy.

8. ACCURATE RECORDS

All transactions must be accurately and transparently recorded in Laserbond's books, records and systems.

Employees must not:

- create false or misleading records;
- conceal the true nature of a transaction;
- establish undisclosed or unrecorded accounts or funds; or

- approve or process payments where there is reason to suspect bribery, corruption or other improper conduct.

9. REPORTING CONCERNS

All employees have a responsibility to raise concerns regarding suspected bribery, corruption or other conduct that may breach this Policy.

Concerns should be raised with an appropriate Manager, member of the Executive Leadership Team or other authorised person.

Where a person wishes to make a protected disclosure, including where they are not comfortable raising the matter through normal reporting channels, they may report the concern in accordance with Laserbond's **Whistleblower Protection Policy**.

Retaliation against a person for raising a genuine concern will not be tolerated.

10. BREACHES OF THIS POLICY

Any suspected breach of this Policy will be taken seriously and may be investigated.

Employees who breach this Policy may be subject to disciplinary action, up to and including termination of employment.

Bribery and corruption may also result in significant civil or criminal penalties for individuals and Laserbond.

11. RESPONSIBILITIES

Board and Executive Leadership Team

Promote ethical conduct and provide appropriate oversight of Laserbond's anti-bribery and corruption framework.

Managers

Ensure employees understand and comply with this Policy and appropriately escalate suspected breaches.

Employees and Persons Acting on Behalf of Laserbond

Must comply with this Policy, exercise appropriate judgement and report suspected bribery, corruption or improper conduct.

12. RELATED DOCUMENTS

This Policy should be read in conjunction with:

- Whistleblower Protection Policy;
- Code of Conduct;
- Conflict of Interest Policy;
- Gifts and Benefits Register; and
- other relevant Laserbond governance policies and procedures.

13. POLICY REVIEW

This Policy will be reviewed periodically to ensure it remains appropriate and consistent with applicable legislation and Laserbond's operations.