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# ANTI-BRIBERY & CORRUPTION POLICY

## 1. PURPOSE

Laserbond is committed to high standards of corporate governance, ethical conduct and integrity in all business activities. This Policy aims to minimise the risk of bribery and corruption and provide guidance on appropriate conduct.

## 2. SCOPE

This Policy applies to all Laserbond directors, officers, employees, contractors, consultants, agents, representatives and any other persons or organisations acting for or on behalf of Laserbond, in Australia and internationally.

## 3. BRIBERY AND CORRUPTION

Bribery includes offering, promising, giving, requesting, accepting or receiving a benefit or advantage intended to improperly influence a person or obtain an improper business or personal advantage.

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

Persons acting for or 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 provide a payment or benefit that Laserbond could not provide directly; or
- Conceal bribery, corruption or other improper conduct.

## 4. GIFTS, BENEFITS AND HOSPITALITY

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

Gifts or benefits must not:

- Create, or reasonably appear to create, an obligation;
- Influence a business decision;
- Involve cash or cash equivalents;
- Be excessive or inappropriate; or
- Risk damaging 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, approval must be obtained before accepting or providing the gift or benefit.

## 5. FACILITATION PAYMENTS

Laserbond prohibits facilitation payments, including payments or benefits provided to public officials to expedite or secure routine government actions, regardless of whether such payments are customary or permitted in another country.

## 6. POLITICAL AND CHARITABLE CONTRIBUTIONS

No political donation or contribution may be made on behalf of Laserbond without prior Board approval and compliance with applicable laws and disclosure requirements.

Employees may participate in political activities in their personal capacity but must not represent their views or contributions as those of Laserbond.

Charitable contributions made on behalf of Laserbond must be lawful, ethical, for a legitimate purpose, appropriately approved and must not be used to improperly influence any person or organisation.

## 7. THIRD PARTIES AND BUSINESS PARTNERS

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

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

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## 8. ACCURATE RECORDS

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

False or misleading records, concealed transactions, undisclosed accounts or funds, and payments suspected of involving bribery, corruption or improper conduct are prohibited.

## 9. REPORTING CONCERNS

Suspected bribery, corruption or breaches of this Policy must be reported to an appropriate Manager, member of the Executive Leadership Team or other authorised person.

Protected disclosures may be made 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

Suspected breaches 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 civil or criminal penalties for individuals and Laserbond.

## 11. RESPONSIBILITIES

### Board and Executive Leadership Team

Promote ethical conduct and oversee 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

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;

## 13. POLICY REVIEW

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

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**Rob Freeman**  
Chief Executive Officer

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Date