

POLICY STATEMENT

PNE does not engage in corruption or bribery, directly or indirectly. Employees must not request, offer, solicit, make or receive any payments or inducements which are illegal, unethical or represent a breach of trust. This is not limited to money but includes the giving of anything of value such as contracts, gifts and business opportunities.

Scope

1. This policy applies to all employees working at all levels and grades
2. All contractors, suppliers, security provider, labor agents and canteen caterer.
3. Related personnel.

Definition

1. **Corruption and Bribery:**
 - 1.1. The offering, promising, giving, accepting or soliciting an inducement for an action which is illegal or a breach of trust.
 - 1.2. Other forms includes money laundering, extortion, fraudulent activities, dishonest dealings, embezzlement, deception, falsification of documents, etc.
2. **Related personnel:**
 - 2.1. Includes family members such as spouse, children, stepchildren, parents, etc.
 - 2.2. Suppliers, government officials, political parties, contractors, labor supply agents, etc.

Reference

1. PNE's Whistle Blowing Policy and Procedure

Detailed Policy

1. It is mandatory for all employees to comply with this policy. Breach of this policy will constitute disciplinary action, dismissal from employment and legal actions.
2. All employees must carry out their duties legally and ethically.
3. The use of PNE funds for any unlawful purpose is strictly prohibited.
4. PNE complies fully with the nation's anti-corruption and anti-bribery laws.
5. All employees are encouraged and obliged to report any indications of corruption and bribery to his / her department head.