

Anti-Bribery & Anti-Corruption-Statement

Natural Joint Stock Company (The Company) is committed to ensuring that each of the employees working at The Company meets its legal obligations and prevents, detects and eliminates corrupt practices, and cooperates to reduce opportunities for bribery and corruption.

The Company requires all staff at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. Bribery is a threat to these resources and therefore must be a concern to all members of staff.

The Company does not tolerate any form of corruption (including the giving and receiving of bribes) within the organization and takes the most serious view of any attempt to commit corrupt practices by members of staff, contractors, agents and business partners. Cases of suspected corruption will be properly investigated and appropriate action taken, including reporting to the appropriate authorities, disciplinary action, prosecution and active pursuit of recovery.

All management and staff are actively encouraged to report all cases of suspected corruption either to their line manager, to another member of management or via email, telephone or in person.

This Policy has been adopted and endorsed by The Company's senior management and is to be communicated to everyone in our business to ensure their commitment to it. Our senior management attaches the utmost importance to this Policy and as stated above will apply a "zero tolerance" approach to acts of bribery and corruption by any of our employees or by business partners working on our behalf, including advisors, agents or contractors.

The Company also expects that all third parties dealing with The Company apply the highest ethical standards in their business relationships and that they have an appropriate anti-bribery and anti-corruption compliance program in place.

Any breach of this Policy will be regarded as a serious matter and is likely to result in disciplinary action.