



ALL NATION SECURITY & INVESTIGATION SERVICES INC.

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ANTI-BRIBERY AND CORRUPTION POLICY

All Nation Security and Investigation Services, Inc. strives to carry its business activities in an ethical manner with honesty, integrity, transparency and without the use of corrupt practices to gain an unfair business advantage. In line with this commitment, the company strictly prohibits any form of bribery and corruption within the company, as well as in dealing with its business partners, customers and government agencies.

The management of All Nation have a zero-tolerance approach to acts of bribery and corruption. Any breach of this policy will be regarded as a serious matter which may result in investigation and stiff disciplinary actions to the involved employee once found guilty of the offense.

This policy applies to all employees, managers, customers, contractors and any other third parties involved with the company or any other person acting on our behalf.

The following shall be considered as prohibited acts of bribery and corruption:

- Directly or indirectly offering, giving, requesting, or receiving money, gifts, favors, benefits or anything of value for the purpose of influencing decisions or to gain unfair advantage in company transactions;
- Using or performing official functions for personal gains;
- Performing or neglecting to perform any official function in exchange for receiving money, gifts, favors, benefits or anything of value in the course of business or,
- Any actions similar to those stated above.

Any act or attempt by a company employee to commit bribery or corruption should be reported immediately to the employee's immediate supervisor or the Committee on Employee Discipline (CED) of All Nation. The committee will be tasked to conduct the investigation of such allegation. If any of the member of the committee is subject of the investigation, he shall automatically cease to be a member and he will be replaced by another upon appointment of the remaining committee members. To the extent possible, the identity of the involved employee shall remain confidential and that of any witnesses. When the investigation is completed, all parties will be informed of the outcome of the investigation.

All Nation will not tolerate any acts of bribery and corruption and any officer or employee found to have committed the said offense shall be subjected to disciplinary action, up to and including dismissal. On the other hand, no employee will be penalized, or be the subject of other adverse consequences for refusing to pay bribes even if it may result in the company losing any business or contracts.

In conclusion, All Nation Security & Investigation Services, Inc. will ensure that this policy is widely disseminated to all relevant persons. It will be included in the employee's orientation and it will be the responsibility of every officer to ensure that all his/her subordinates are aware of this policy.

On behalf of the Company.

RUEL T. MORFE
General Manager