



The management of the company **GLOBALSAT** recognises the risks of bribery and has all the necessary resources for the development and implementation of an integrated Anti-Bribery Management System in accordance with the **ISO 37001:2016** International Standards requirements.

Within the context of this System, procedures are documented and applied to meet the ISO requirements ensuring the effective prevention of bribery in all areas and activities of the company.

Under the operational framework of the company, the management of GLOBALSAT:

- Prohibits any form of bribery, including its acceptance.
- Requires the compliance by all employees with the state laws or the laws of the European Union regarding bribery, which apply to the company.
- Encourages the participation of all employees in the recognition and/or suspicion of any possible bribery, but prohibits any form of punishment or negative treatment of involved employees.
- Commits to implementing measures and providing the necessary resources in order to prevent bribery.

- Raises awareness and appropriately trains its employees via ongoing updates and training on anti-bribery.
- Has established a specific Anti-Bribery Structure, which is independent of the rest of the employees, reports only to the Managing Director and has the obligation and authority to investigate any possible case of bribery, to examine and assess the risks of bribery and to apply measures to combat it accordingly.
- In case of bribery or non-compliance with the requirements of the Anti-Bribery Management System, sanctions are imposed, and in case of violation of relevant legal requirements, the matter is reported to the competent authorities.
- Commits to the continuous improvement of its Anti-Bribery Management System.

Compliance with this policy is mandatory and binding for all employees and associates of the company.

The present document is available to all employees, customers, partners, suppliers of the company, as well as to any Public and Municipal Authority concerned.

For any concern or possible complaint, you may contact our company's Anti-Bribery Management System supervisor at: info@globalsat.gr