



08 November 2021

Dear Supplier,

RE: K.U.S ANTI-BRIBERY POLICY

We are honored to contact you in regards of our company's stringent commitment to best practices concerning ethical business conduct.

K.U.S understands the fundamental role that its suppliers play as part of its supply chain, but also places critical importance on its compliance and ethics program. In such regard, we believe that it is vital to inform you of K.U.S' commitment to conduct its business ethically and with utmost integrity in all its operations, thus, take zero-tolerance approach to bribery and corruption.

K.U.S also upholds this principle as a shared commitment with companies which it does business, including suppliers, in conducting business with uncompromising integrity, transparent behavior, and honest and fair dealings. Thus, your commitment to these business ethics is essential in maintaining our commercial relationship with you.

As a policy, all K.U.S personnel are **not allowed** to solicit or accept cash, commission, credit, gift, gratuity, and items of value or compensation of any kind from any supplier of the Company that might influence or appear to influence the judgment or conduct of the employee in the performance of his or her duty.

Similarly, all suppliers are **not allowed** to offer or provide any such favor, cash, commission, credit gift, gratuity and items of value or compensation of any kind to K.U.S employees.

K.U.S takes a serious view on the above issues and will not hesitate to undertake necessary actions, including termination of contract and/or further legal action against errant employees and suppliers who willfully breach the above code of conduct.

Also, K.U.S would provide avenues for suppliers to raise their concerns about any issue and/or report any unethical or illegal act of its employees. Suppliers can contact our Appointed Officer for such matters through the details as follows:

Designation : Personal Assistant to the Group Chairman
Email Address : mag@kusgrp.com

Your cooperation would be highly appreciated. All cases reported will be objectively investigated.

We value our business relationship with you and your compliance to our ethical expectations which enables our continuous success. We appreciate your adherence to K.U.S Anti-Bribery Policy and with this, kindly acknowledge and confirm your awareness to the above-mentioned policy by returning us the Acknowledgement Notice, printed in your Company's Letterhead, and duly signed by the Managing Director of your company.

We thank you for your efforts in meeting our business requirements with uncompromising integrity. We look forward to your continued support.

Sincerely,

A handwritten signature in black ink, appearing to be "Daniel Ng", written over a light blue horizontal line.

Mr. Daniel Ng
Group Chairman
K.U.S Group of Companies

<Company's Letterhead>

Date:

To: **K.U.S Holdings (S) Pte Ltd**

RE: ACKNOWLEDGEMENT NOTICE

We refer to your letter re: K.U.S Anti-Bribery Policy dated **1st November 2021**.

We hereby confirm our awareness of the above policy.

We are committed to conduct all our business in an honest and ethical manner when dealing with **K.U.S Holdings (S) Pte Ltd**. We shall not offer or provide any favour, cash, commission, credit, gift, gratuity and items of value or compensation of any kind to any employee of **K.U.S Holdings (S) Pte Ltd**. We also acknowledge that the Company has the right to terminate our supply and/or contract with the Company and/or pursue any further action deemed necessary in its absolute discretion (legal or otherwise) in the event of a breach of the above code of conduct by us.

Name:

Designation:

Signature:

Date:

Company Stamp/Name of Company: