CYLINDER WORKS LIMITED

ANTI-CORRUPTION POLICY

At Cylinder Works Limited, we are committed to conducting our business with integrity and in compliance with all applicable laws and regulations. Upholding high ethical standards is fundamental to our operations and reputation.

To this end, we make the following commitments:

- We strictly prohibit any form of bribery, corruption, or unethical inducements in all aspects of our business operations.
- Cylinder Works Limited employees, contractors, and representatives must adhere to the highest standards of honesty and ethical behavior.
- We do not tolerate facilitation payments or any payments made to improperly influence any business decision.
- Gifts and hospitality offered or received must be reasonable, transparent, and in compliance with company policies and legal requirements.
- Cylinder Works Limited will maintain accurate and transparent financial records that properly reflect all transactions.
- We will comply with all anti-corruption laws and regulations applicable in all jurisdictions where we operate.
- Cylinder Works Limited encourages employees to report any suspected violations of this policy through established reporting channels without fear of retaliation.

This policy applies to all employees, contractors, agents, and representatives of Cylinder Works Limited Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or contract. Cylinder Works Limited is committed to fostering a culture of integrity and transparency in all our business dealings.

This policy shall be reviewed on an annual basis.

Approved By:

Michael Njoroge,
MD, Cylinder Works Limited.

CYLINDER WORKS LTD.
P. O. Box 591 - 00232
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