



## Stable Foods Anti-bribery and Corruption Policy

Stable Foods is committed to conducting business with integrity, transparency, and in compliance with all applicable laws and regulations.

**Scope:** This policy applies to all employees, contractors, and representatives of Stable Foods in all countries where we operate.

**Prohibition of Bribery:** Stable Foods prohibits the offering, giving, solicitation, or acceptance of any bribe, whether cash or non-cash, to or from any person or company, including government officials, business partners, or individuals.

**Gifts and Hospitality:** Employees must not offer or accept gifts, entertainment, or hospitality that could be perceived as intended to influence business decisions improperly. Any gift above the value of 1000kes is considered to have possible or perceived influence.

**Reporting Procedures:** Employees must report any suspected or actual instances of bribery or corruption promptly through the appropriate channels, including the whistleblower hotline or management.

**Compliance with Laws:** Stable Foods commits to complying with all anti-bribery and corruption laws and regulations in the Republic of Kenya, and all other jurisdictions where we operate.

**Consequences of Violations:** Violations of this policy will result in disciplinary action, up to and including termination of employment, and may also lead to legal consequences.

**Review and Updates:** This policy will be reviewed periodically to ensure its effectiveness and may be updated as necessary to reflect changes in laws, regulations, or business practices.

Stable Foods is committed to fostering a culture of integrity and ethical behavior, and all employees are expected to uphold these principles in their day-to-day activities.

Signed: Andrew Massaro

Title: CEO

Date: January 4, 2024

Signature: