

Anti-Bribery & Anti-Corruption Policy

Tennext Core Ltd is committed to conducting all business activities with integrity, transparency, and strict compliance with applicable anti-bribery and anti-corruption laws. We prohibit bribery and corruption in any form, whether involving public officials, private sector counterparts, or any third party acting on our behalf.

This policy applies to all employees, officers, contractors, consultants, agents, suppliers, business partners, and any other person or entity acting for or on behalf of Tennext Core Ltd, regardless of location.

COVERAGE

Scope All employees, officers, contractors, agents, and third parties acting on behalf of Tennext Core Ltd

Grievance / Reporting hello@tennxt.com — concerns may be raised confidentially and without retaliation

Accountability Senior leadership is responsible for oversight of this policy and its enforcement

Last Updated June 2026

Website <https://tennxt.com>

SCOPE

Topics Addressed by This Policy

This policy covers, but is not limited to, the following areas:

- Prohibition of bribes, kickbacks, facilitation payments, and improper gifts or hospitality to or from any party
- Conduct involving public officials, government bodies, and state-owned enterprises
- Third-party due diligence, including agents, intermediaries, and supply chain partners
- Conflicts of interest and improper use of company resources or influence
- Political contributions and charitable donations made in connection with business activities
- Record-keeping, financial controls, and accurate books of account
- Whistleblowing protections and access to confidential reporting channels
- Training, awareness, and communication of anti-corruption expectations

1. PROHIBITIONS

What This Policy Prohibits

Tennext Core Ltd strictly prohibits the following conduct by any employee, officer, contractor, agent, or third party representing the company:

- Offering, promising, giving, requesting, or accepting any bribe, kickback, or improper payment — whether in cash or any other form of value — to influence a business decision, obtain an advantage, or retain business

- Making facilitation payments, including small unofficial payments to expedite routine government processes, even where such payments may be considered customary locally
- Offering or accepting gifts, hospitality, entertainment, or other benefits that could reasonably be perceived as intended to influence a business relationship or decision
- Using a third party, intermediary, or agent to make payments or provide benefits that would be prohibited under this policy if made directly
- Falsifying, concealing, or misrepresenting financial records, invoices, or accounts for any purpose related to bribery or corruption
- Retaliating against any person who raises a concern, makes a report, or participates in an investigation in good faith

2. GIFTS & HOSPITALITY

Gifts, Hospitality, and Entertainment

Tennext Core Ltd recognises that reasonable and proportionate gifts and hospitality can be a legitimate part of business relationships. However, such gestures must never be used to improperly influence a business outcome or decision.

Acceptable gifts and hospitality must be:

- Modest in value, infrequent, and consistent with normal business practice
- Transparent and properly recorded in accordance with internal expense and gift policies
- Not offered or accepted during active procurement, tender, or negotiation processes
- Never offered to or accepted from public officials without prior authorisation from senior leadership

Any gift, hospitality, or benefit that creates a sense of obligation or could be perceived as influencing a decision must be declined and reported promptly.

3. THIRD PARTIES

Third-Party Due Diligence

Corruption risk is elevated when business is conducted through agents, intermediaries, consultants, or other third parties. Tennext Core Ltd requires that all material third-party relationships are subject to appropriate due diligence before engagement.

Third-party due diligence includes:

- Background and reputational screening appropriate to the risk level of the engagement
- Contractual anti-bribery and anti-corruption obligations in agreements with agents, distributors, and subcontractors
- Proportionate monitoring of third-party conduct during the course of the relationship
- Termination rights where a third party is found to have engaged in conduct inconsistent with this policy

Tennext Core Ltd will not engage a third party where there are reasonable grounds to believe that the party will use the engagement to offer bribes or corrupt payments on the company's behalf.

4. CONFLICTS OF INTEREST

Conflicts of Interest

Employees and officers must avoid situations in which personal interests, relationships, or financial interests could conflict — or appear to conflict — with the interests of Tennext Core Ltd or its clients.

All employees are required to:

- Disclose actual or potential conflicts of interest promptly to senior leadership
- Refrain from participating in decisions where a conflict exists without prior clearance
- Avoid using their position or company resources for personal gain or to benefit connected parties

Undisclosed conflicts of interest constitute a serious breach of this policy and may result in disciplinary action.

5. RECORDS & CONTROLS

Financial Controls and Record-Keeping

Tennext Core Ltd maintains accurate and complete financial records for all transactions. No transaction may be falsely recorded, obscured, or omitted in order to conceal a bribe or improper payment.

The company requires:

- All expenses, payments, and receipts to be documented accurately and completely
- Invoices and contracts to reflect genuine transactions at fair market value
- Unusual payment requests — including requests for cash payments, payments to third-party accounts, or payments to unusual jurisdictions — to be escalated and reviewed before processing
- Internal financial controls to be respected and not circumvented for any reason

6. REPORTING

Reporting Concerns and Whistleblowing

Any employee, contractor, supplier, or other stakeholder who suspects a violation of this policy — or who is asked to act in a manner inconsistent with it — is encouraged to report their concern promptly.

Concerns may be raised:

- By email to hello@tennxt.com with the subject line 'Anti-Corruption Concern'
- Directly to senior leadership

Reports will be treated as confidentially as reasonably possible, assessed promptly, and escalated in accordance with the severity of the concern. Tennext Core Ltd does not tolerate retaliation, discrimination, or adverse treatment against anyone who raises a concern in good faith.

Where a violation is confirmed, the company will take appropriate corrective action, which may include disciplinary proceedings, contract termination, or referral to relevant authorities.

7. GOVERNANCE

Training, Governance, and Review

Senior leadership of Tennext Core Ltd is responsible for oversight of this policy and for ensuring that anti-bribery and anti-corruption principles are embedded into business operations, procurement practices, and third-party relationships.

- This policy is communicated to all employees, contractors, and relevant business partners
- Training and awareness are provided to personnel in roles with elevated corruption exposure
- This policy is reviewed periodically and updated when the company's risk profile, operations, or applicable law materially change
- Compliance with this policy is a condition of employment and of engagement with Tennext Core Ltd

CONTACT

Raise a Concern

To report an actual or suspected breach of this policy, contact us at hello@tennxt.com with the subject line 'Anti-Corruption Concern'. Reports may be made anonymously where possible and will be handled confidentially.

[Email a Concern →](#)