

Safaricom Telecommunications Ethiopia PLC Anti-bribery and Corruption Policy (including Gifts and Hospitality)

1 Policy Statement

- 1.1 Safaricom Ethiopia is committed to the highest standards of conduct and business ethics. It is the company's fundamental policy that all its employees and business partners observe and comply with the laws and regulations applicable to its business and that they act with high standards of business integrity.
- 1.2 Corruption and bribery have a direct impact on our ability to deliver trusted, efficient, and respected service to our customers and impacts our reputation, customers, and revenue and impedes the connection we want to build with all the stakeholders in our eco system

2 Policy principles

The Company requires the following from all our suppliers, vendors, third parties and business partners:

- 2.1 Act with honesty, integrity, and transparency
- 2.2 Comply with the spirit, as well as the letter, of the applicable laws and regulations
- 2.3 Conduct all our business activities in an ethical and lawful manner

3 Unacceptable Behaviours

3.1 Receiving or soliciting for bribes

The below are prohibited from employees, suppliers, vendors, third parties and /or business partners:

- 3.1.1 Receive, solicit, or agree to receive or solicit a benefit, gift, payment, an authorization of payment of any money or anything of value (including charitable and political contributions), directly or indirectly
- 3.1.2 Make any offer, gift, payment, promise to pay, or authorization of the payment of any money or anything of value (including charitable and political contributions), directly or indirectly, to a Government Official, for the purpose of;
 - 3.1.2.1 Influencing any act or decision of the Employee in their official capacity
 - 3.1.2.2 Inducing the Employee to do or omit to do any act in violation of their lawful duty
 - 3.1.2.3 Securing any improper advantage for either Employee or Business Partner
 - 3.1.2.4 Issuing Confidential Information or advice
 - 3.1.2.5 Manipulating any procurement or selection process by any means to ensure a given result
 - 3.1.2.6 Deceiving or making a false or misleading statement; or
 - 3.1.2.7 Committing any other corrupt practice

3.2 Gifts and Hospitality

Corporate gifts or hospitality must only be offered/accepted when it is reasonable, transparent, infrequent and for the purpose of building business relationships.

3.3 Donations

All corporate donations must be made through the Safaricom Ethiopia Foundation, and in line with the Foundation's guidelines.

4. Media Influence

We do not offer or provide any benefit of monetary or commercial value in order to obtain favorable editorial coverage and/or to damage the reputation of a competitor.

5. Speak Up Obligations

It is the duty of our suppliers, contractors, business partners and employees to report any breach of laws and or this policy. We have specific procedures in place to prevent bribery and support an ethical culture within the business

What is Speak Up?

'Speak Up' is an internal tool through which you can report any activity that is not in line with our Code of Conduct. All reported cases are fully confidential, so you feel assured you can address comfortably any wrong in good faith. Speak Up is available to all Safaricom employees, contractors, and suppliers.

What should be reported?

Any activity that you see, and you don't think feels right should be reported via speakup@safaricom.et.