

Summary of Our Anti-Bribery and Corruption Policy

At Blue Horizon-Empowering People we are deeply committed to fostering business practices rooted in unwavering ethics, integrity, and transparency. Our Anti-Bribery and Corruption Policy, effective as of August 11, 2025, embodies a firm zero-tolerance approach to bribery, corruption, and any unethical behavior. This policy ensures full compliance with key South African and international regulations, including PRECCA, FCPA, and the UK Bribery Act, while embracing the guiding principles of King IV for exemplary corporate governance.

Highlights of the policy include:

- Clear prohibitions against bribes, facilitation payments, and conflicts of interest.
- Practical guidelines for handling gifts, hospitality, political contributions, and third-party due diligence.
- Comprehensive training, meticulous record-keeping, and ongoing monitoring to proactively prevent issues.
- Secure reporting mechanisms supported by strong whistleblower protections.

We kindly invite our employees and valued stakeholders to sign declarations that affirm their alignment with these standards, pledging to uphold honesty, legal compliance, and timely reporting of any concerns. This collaborative effort helps cultivate an ethical environment that resonates with our core values of client-focused service, professionalism, and open dialogue, safeguarding our shared success and positive societal impact.

Report Unethical Behavior – We're Here to Listen

At Blue Horizon-Empowering People, we value the trust and partnership we share with our stakeholders, and we believe that maintaining ethical standards is a team effort. If you observe or suspect any unethical conduct—such as bribery, corruption, conflicts of interest, fraud, or similar issues—we warmly encourage you to share your concerns with us confidentially. Your input plays a vital role in preserving our integrity, protecting everyone involved, and promoting a fairer business landscape.

Why we appreciate your report:

- **Create Positive Change:** Your insights can help us address issues early, strengthening our community and operations.
- **Safe and Supportive Environment:** We assure complete anonymity if preferred, with no risk of retaliation, backed by protections under laws like the Protected Disclosures Act, 2000.
- **Simple and Swift Process:** Our user-friendly channels make reporting straightforward, and we'll handle your concern efficiently while keeping you updated as appropriate.
- **Shared Values:** By speaking up, you're supporting our King IV principles and core values, contributing to sustainable growth and mutual trust.

How to Report:

Email: Send details to compliance@bluehorizon.biz
Thank you for joining us in building an ethical future.