

BAMBOOS Anti-Bribery and Corruption Policy

Version	Date	Prepared by	Approved by	Description
3.4	30 th of July 2026	Somalita Keo Country Manager	Rasmus Bartholomæussen Founder	Anti-Bribery and Corruption Policy

Preamble

BAMBOOS is a respectable and recognizable organization. It has gained its name and reputation among its stakeholders through its commitment to conducting business according to moral, ethical, and legal standards. BAMBOOS does not allow and tolerate any kind of bribery and corruption.

This Anti-Bribery and Corruption Policy (Policy) discourages and prohibits any kind of bribe or corrupt practice with any kind of stakeholder, including offering, promising, or providing any kind of means or value to any stakeholder, including customer, government official, business partner, or a third party to induce any improper action in relation to our business.

Purpose

This Policy outlines BAMBOOS' moral and legal responsibility to counter bribery and corruption and provide tools and methods to keep check and balance on such practices, including investigating cases thoroughly when necessary.

Definition of Bribery

For this Policy, bribery offense includes bribes, kickbacks, extortions, either active or inducement of any kind.

Penalty

Violation of this Policy is highly discouraged. Any employee of BAMBOOS that is found in violation of this Policy can face severe civil and criminal penalties in addition to disciplinary proceedings.

Scope

This Policy applies to all the employees, directors, officers, and any third party which are directly engaged with BAMBOOS, regardless of its location.

Applicable Laws

This Policy is governed by the anti-corruption and anti-bribery laws of Denmark.

Prohibition of Bribery

Employees of BAMBOOS are strictly advised to obtain approval from BAMBOOS to advance any item of value to any government official or private entity.

Provision of any kind of travel, gifts, cash, or meals to any government official or any person in exchange for any ill gain is prohibited.

Use of donations for any unfavorable gain or to influence any person is strictly prohibited. BAMBOOS will sanction any kind of charitable gesture or donation through the proper procedure.

Sometimes it must be necessary to allocate funds to promote or demonstrate BAMBOOS' services, but it must not be used to influence the normal functioning of any officer. Before allocating such funds, approval from the department concerned is necessary.

It is strictly prohibited to employ any government official, employee of a private entity, or their relatives to influence or gain an undue benefit. If the employment of such a person is necessary, prior approval of the Board of Directors of BAMBOOS is necessary.

Political contributions advanced to influence government officials are strictly prohibited. All political contributions will go through the proper channel outlined in a separate policy.

Third parties associated with BAMBOOS, are strictly prohibited from making any corrupt practice on behalf of BAMBOOS.

All payments to third parties in exchange for their services and contributions to BAMBOOS must be recorded appropriately and evidenced. Additionally, third parties interacting with a government official on behalf of BAMBOOS must be documented.

All third parties are obligated to do due diligence before engaging with government officials on behalf of BAMBOOS.

To ensure compliance with this Policy, BAMBOOS may conduct periodic audits. All employees, directors, officers, and stakeholders are obligated to cooperate with the audit process.

All directors, officers, employees, and stakeholders are obliged to report any violation of this Policy to the Chairman of the Board of Directors of BAMBOOS. Failure to report such an incident constitutes a violation of this Policy and leads to disciplinary action.

Review

This Policy shall be reviewed at least every two years, or earlier if required due to changes in legislation, donor requirements, organisational activities, or identified risks.