



## **MIKANO INTERNATIONAL LIMITED COMPLIANCE POLICY**

**Mikano International Limited is a distinguished solution provider with extensive portfolio in six major divisions; Power Generation, Steel Fabrication, Electrical Products and Solutions, Heavy Construction Equipment & Forklifts, Medicals and Mikano Motors.**

**To uphold our organizational values of integrity and transparency in carrying out our business operations, compliance objectives has been established and incorporated at operational processes, all relevant functions and levels within the organization.**

**To ensure that this policy is appropriately implemented and enforced, an independent compliance committee has been set up for this task.**

**The compliance committee shall report directly to the governing body of Mikano International Limited as indicated in the organization's organogram. The committee has the authority to make decisions on all compliance related issues and shall be provided with appropriate trainings were necessary to build competency.**

**We at Mikano International Limited are committed to fulfilling all applicable legal, regulatory requirements and compliance obligations including customer requirements, contractual requirements and internal compliance obligations adopting the industry best practices and international standards.**

**The governing body and top management of Mikano International Limited does not accept nor disregard unethical behaviour/activity and criminal conduct amongst its stakeholders, employees, persons, or organizations in business with the company.**

**Where violation of this policy occurs, it would lead to sanctions ranging from reprimand to termination of employment or contract as determined by the compliance committee in conjunction with the Human Resources Department. Failure to report observed or known unethical behaviour/activity or criminal conduct also leads to grounds for sanctions as determined by the compliance committee.**

**A whistle blowing process has been incorporated into the organization's business operations to encourage and promote raising of concerns appropriately and ensure that persons making reports on unethical behaviour/activity or criminal conduct are protected from reprisals or retaliation.**

**The governing body and top management are committed to the continual improvement of the compliance management system by ensuring that policies and processes are reviewed at planned intervals and resources for the maintenance of the management system are made available.**