



Anti-Bribery and Corruption Policy

At Seylan Bank, we are committed to conduct business with the highest standards of integrity, transparency, and accountability. Bank takes a zero-tolerance approach to any form of bribery and corruption. Bank has formalized its commitment to compliance with anti-corruption related laws and best practices by establishing an Anti-Bribery and Corruption Policy (ABC Policy).

ABC policy of the bank applies to all employees, directors, agents, advisors, representatives, contractors, subcontractors, suppliers and third-party representatives of the bank. When dealing with such parties the bank always ensures that anti-corruption laws are not breached and ensures that reputation of the Bank is not damaged. The Directors, CEO and the Senior Management will provide an example from the top in compliance with the policy and expect all staff members to follow.

The policy stipulates prohibitions on facilitation payments, political contributions, sexual favours and favoritism while prescribes limitations on acceptance of gifts. Accordingly, employees should not solicit or accept gifts, or favors (monetary or otherwise) from anyone, including current/potential customers and suppliers, except when such a gift is part of a customary exchange of seasonal gifts/ complimentary gifts not exceeding a value prescribed in the Anti-Corruption Policy. Acceptance of any such gift is required to be reported and the Supervisory approval be obtained.

Employees are encouraged to report any breaches of the ABC Policy through the confidential whistleblower channels of the bank. Whistle-blowing Policy ensures the employees who report such irregularities in good faith are afforded the utmost confidentiality and the highest level of protection possible against any retaliation or reprisal.

Bank implements training programs, internal audits, and monitoring systems to ensure continuous adherence to the ABC Policy.

ABC Policy will be reviewed at least every two years, or more frequently in order to ensure it remains effective and relevant and also continues to comply with relevant laws, regulatory guidance and industry standards.

End

01.10.2024