

Anti-corruption Policy

Oando recognizes the principles of fairness, integrity and transparency in all its business dealings as entrenched in our Code of Business Conduct and Ethics. The anti-corruption Policy is an expression of our commitment to the fight against bribery and corruption. Oando as an organization believes that an effective implementation of its anti-corruption policy will strengthen our reputation, build the respect of employees, raise credibility with key stakeholders, maximise shareholder value, and ultimately support global economic growth.

The Company's anti-corruption policy applies to all transactions, operations, projects, bid processes, procurement, negotiations, arrangements, documentation processes, applications, activities, agreements, contracts, awards, decisions, practices and other business dealings of the Company.

The Company, its employees and business partners are required to comply with and uphold all relevant laws for countering corruption and economic crime in all jurisdictions where the company operates. The Oando anti-corruption policy is based on the following national and international laws and conventions:

- Advanced Fee Fraud and Other Related Offences Act, Cap A6 LFN 2004
- Code of Conduct Bureau and Tribunal Act, Cap C15 LFN 2004
- Corrupt Practices and Other Related Offences Act, Cap C31 LFN 2004
- Economic and Financial Crimes Commission Act, Cap E1 LFN 2004
- Money Laundering Act, Cap M18 LFN 2004
- OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (1997; 2009)
- OECD Guidelines for Multinational Enterprises
- U.S. Foreign Corrupt Practices Act
- Principle 10 of the UN Global Compact
- Extractive Industry Transparency Initiative
- United Nations Convention Against Corruption
- UK Bribery Act