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Anti-Corruption and Bribery policy

Honesty and Integrity

A foundation of any company is transparency and integrity. We at Ecwamix Chemical Systems believe that it also builds an incredible workspace and atmosphere amongst all employees when everyone is honest and has a solid integrity. This builds trust both between all our employees as well as between us, our suppliers, surrounding community members and customers.

Gifts and Conflicts of Interest

Bribery is a reality in the world today and this comes in many forms. The basic definition of bribery is offering, giving, receiving, or soliciting of any item of value to influence the actions of an official, or other person, in charge of a public or legal duty. Ecwamix Chemical Systems and its employees do not accept any bribes in any form and expect all our staff to adhere to this too. This is the greatest measure of one's integrity and we expect all our employees to report bribery of any form regardless of who it comes from.

Reporting Unethical Behaviour

As integrity is one of our core's values, we expect all unlawful and unethical behaviour to be reported to supervisors and managerial staff. Externally this can be done by contacting any of the Directors or Managers on 011 472 2256 or by emailing Info@Ecwamix.co.za. Alternatively you can complete a Contact Us form found on the Ecwamix Website.

We do not accept any unethical behaviour in any form, which includes but is not limited to, the following:

- Lying to cover your own tardiness or mistakes.
- Gossiping or badmouthing colleagues or other businesses.
- Not taking responsibility for one's actions, deadlines, and the consequences thereof.
- Stealing even low value items such as stationary.

Any employees, directors, shareholders, or managers of Ecwamix Chemical Systems found to be violating these rules and regulations, will be subject to the disciplinary measures outlined under section 10.2 of the Code of Conduct manual.