



Additional sustainability disclosures on anti-corruption and anti-competitive behaviour

Introduction

As a responsible corporate entity, we maintain a steadfast commitment to combating corruption and maintaining compliance with all relevant competition laws and anti-trust legislation. The disclosures below outline our comprehensive approach to addressing these critical issues and emphasising compliance with our laws including our adherence to international standards, robust risk management practices, and proactive measures to ensure ethical conduct across our operations.

Anti-Corruption

Our Anti-Bribery and Anti-Corruption Policy and related standards underscore our dedication to conducting global activities free from bribery or corruption. These policies and standards, benchmarked against international best practices, ensure compliance with legislation across jurisdictions where we operate. Our policy is regularly reviewed and aligned with independent ratings and best practices to mitigate bribery and corruption risks effectively.

Under the Group-wide Risk Management and Compliance programme, financial crime is addressed holistically, supported by policies such as the Group Anti-Money Laundering Policy, Group Sanctions Policy, and Group Anti-Bribery and Anti-Corruption Policy. Periodic training interventions ensure that employees are well-informed about their responsibilities under relevant legislation and Group policies. Our performance management processes reinforce ethical behaviour and underscore the consequences of misconduct.

Operations assessed for risks related to corruption¹

These risks tend to relate to the countries where we conduct business, how we engage certain parts of our diverse customer base, and how we manage third-party relationships. We conduct monthly bribery and corruption risk assessments to identify potential risks associated with our operations. These assessments focus on factors such as geographical locations, customer engagement practices, and third-party relationships. Action plans are developed and monitored to mitigate identified risks effectively. Additionally, Absa conducts due diligence on suppliers, vendors, and third parties to ensure compliance with anti-corruption standards. The Group remains formally certified and accredited for ISO 37001.

Whistleblowers can email protect@tip-offs.com or visit www.tip-offs.com. They can also email the Absa Priority Investigations and Whistleblowing team directly at protected@absa.africa or send an anonymous WhatsApp to 0860 660 007.

Communication and training about anti-corruption policies and procedures²

Our Anti-Bribery and Anti-Corruption Policy and related standards are communicated to and apply to all employees, underscoring our commitment to fostering a culture of integrity. Specific contractual clauses outlining anti-bribery expectations are included in agreements with suppliers and third parties. Annual mandatory compliance training, including assessments and attestations, covering anti-bribery, anti-corruption, anti-money laundering, and sanctions modules, ensures that employees are equipped with the necessary knowledge and skills to uphold ethical standards.

Anti-competitive behaviour, anti-trust and monopoly practices³

We are committed to complying with competition and anti-trust laws across all jurisdictions of operation, as outlined in the Group's Competition/Anti-Trust Policy. We affirm that there is no involvement in any legal actions pertaining to anti-competitive behaviour, anti-trust, or monopoly practices, underscoring the Group's dedication to fair and competitive business practices.

Conclusion

In conclusion, we remain unwavering in our commitment to combatting corruption and compliance with competition and anti-trust legislation. We ensure that our employees and stakeholders uphold the highest ethical standards through robust policies, comprehensive risk assessments, and ongoing training initiatives. By fostering a culture of integrity and transparency, we continue to uphold our reputation as a responsible corporate citizen and a leader in ethical business practices.

¹ GRI 205-1

² GRI 205-2

³ GRI 206-1