

## Anti-Corruption Policy statement



The practice of corruption and bribery is illegal, criminal and detrimental to businesses, institutions and governments, and has a harmful impact on societies and individuals. The negative consequences of corruption are globally recognized and as such, corruption and bribery are considered a criminal offence in most jurisdictions.

Acts of bribery and corruption are against the core ISS values (Unity, Honesty, Entrepreneurship, Responsibility and Quality). As a signatory to and supporter of the United Nations Global Compact (UNGC) since its inception in 1999, ISS has made a

strong commitment to combat the use of corruption, extortion and bribery, wherever we do business.

Acts of corruption and bribery are strictly prohibited in the ISS Code of Conduct. The rules against corrupt behaviour are an integral part of ISS's commitment to responsible business conduct and doing business on fair terms and solely on the merits of our service delivery. As such, ISS prohibits the use of bribes, facilitation payments and political contributions, and we have a zero-tolerance policy towards any non-compliant behaviour by our employees, suppliers and business partners.

Any failure to comply with anti-corruption and anti-bribery laws can have serious adverse consequences for ISS, our employees, customers and stakeholders. It can lead to lengthy and costly investigations with serious disruption to our management and subject ISS to heavy fines and costly damages, including reputational damage of unquantifiable magnitude. Last, but not least, any employee involved can be held personally responsible and subject to severe criminal sanctions.

ISS Executive Group Management is committed to ensuring that all ISS employees are familiar with the rules of anti-corruption and anti-bribery. Our integrity and values are non-negotiable, and it cannot be emphasized enough that no budgetary commitments can justify a violation of the ISS Anti-Corruption Policy.

It is essential that we as a company and as individuals, no matter what role we have or where we carry out our services, commit to this important policy and live by the core ISS values in our daily dealings with customers, suppliers and stakeholders.

Kasper Fangel

Group CEO

