

Anti-Bribery & Corruption Policy

POLICY STATEMENT:


Wave International is dedicated to conducting all business in an honest and ethical manner and holds a zero-tolerance approach to bribery and corruption. Wave is committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate, implementing and enforcing effective systems to cover bribery.

POLICY DETAILS:

The prevention, detection and reporting of any bribery or other forms of corruption observed are the responsibility of all those working for, or on behalf of, Wave. All employees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

- Wave members must notify the Chief Financial Officer as soon as they believe or suspect that a conflict with this policy has occurred or may occur in the future, or if they believe that themselves to be a victim of another form of unlawful activity.
- Anyone who raises a genuine concern in good faith under this policy will be supported, even if it is determined that they were mistaken.
- No employee will suffer any detrimental treatment as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption offence has taken place, or may take place in the future.
- Wave's stance on bribery and corruption will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and as appropriate thereafter.

This policy is reviewed annually to ensure its relevancy is upheld. All employees have access to the policy and it will be made available to any interested parties. Violation of this policy will lead to a disciplinary investigation that may result in the termination of employment.



Greg Millen
CEO Wave International Pty Ltd

Approved: 11 Feb 2015
Review: 11 Feb 2016