

# ANTI-BRIBERY, CORRUPTION AND SANCTIONS POLICY

## **POLICY OVERVIEW**

Woolworths Holdings Limited (“WHL”) and its subsidiaries (“the Group”) is committed to conducting its business in accordance with all applicable legal and regulatory requirements in the jurisdictions in which it carries out operations. The Group strives to operate with integrity and to always maintain the highest ethical standards.

The primary objective of this policy is to articulate and direct the Group’s approach to anti-bribery, anti-corruption and sanctions in support of the Group’s responsible corporate citizenship. This policy establishes an effective Anti-Bribery, Corruption and Sanctions (“ABC”) compliance risk management program by expressing conduct expectations from employees, including management, to ensure process efficacy.

## **WHL COMMITMENT**

The Group commits to:

- Zero-tolerance against fraud, theft, corruption or any similar illegal behaviour;
- Comply with all applicable ABC laws, regulations, rules, related self-regulatory organisation standards and codes of conduct in the jurisdictions in which it carries out operations;
- Conduct business transparently and in an honest and ethical manner;
- Embed its business relevant ABC compliance framework and processes in its daily activities;
- Continuously enhance its ABC risk-based monitoring programme that seeks to provide assurance to the Board;
- Continuously monitor the regulatory environment and to implement appropriate responses to changes and developments.

## **APPLICABILITY**

This policy applies to all employees (which includes permanent employees, casuals, and management), executive and non-executive directors of the Group, affiliated third parties (including but not limited to contractors, consultants, service providers and outsourced employees), or any person who represents the Group in any way and is remunerated for their services.

## **ACCOUNTABILITIES**

WHL has identified the following accountabilities:

### **Board of Directors**

The Board of Directors are required to:

- Take overall accountability for ABC compliance and oversight;
- Facilitate an appropriate organisational ethical culture that adopts compliance as an integral component of the business.

### **CEO and Group Executives**

The CEO and Group Executives are required to:

- Take overall responsibility for ABC compliance and ongoing oversight;
- Facilitate an appropriate organisational ethical culture that adopts ABC compliance as an integral component of the business.

## **Group Risk and Compliance**

Group Risk and Compliance is required to:

- Advise and assist the Board of Directors and management in designing and implementing an appropriate and holistic ABC compliance policy and framework;
- Conduct regular risk assessments to establish levels of risk for the Group;
- Assess, monitor and report on the Group's ABC compliance programme and practices;
- Design and establish appropriate training and awareness programmes;
- Ensure consistent management of these policies and procedures;
- Publish and update relevant non-binding rules, codes and standards the Group has adopted. (Refer to Annexure A)

## **Management**

Management is required to:

- Take responsibility for ensuring that the intent and requirements of the ABC compliance policy and framework is effectively implemented in their area of control;
- Take responsibility for ensuring that appropriate internal controls are in place to prevent and detect corruption.

## **Employees**

All employees are required to:

- Always act with integrity and honesty to safeguard the assets for which they are responsible;
- Protect the Group's reputation;
- Perform their functions in accordance with any applicable laws;
- Refrain from accepting any unauthorised gifts, travel and accommodation from any supplier or business associate; (refer to the WHL Gifts, Travel and Entertainment Policy for further information)
- Report (without delay) where the employee is approached, either directly or through a nominee, to act in any way which could be to the Group's disadvantage, and/or when an employee is offered a bribe or personal inducement;
- Assist in an investigation, as and when necessary;
- Read this policy carefully and familiarise themselves with the requirements.

## **BRIBERY AND CORRUPTION RISK AREAS**

### **What Is Bribery and Corruption?**

- Corruption is any improper abuse of power for the benefit of a person for himself/herself or for the benefit of another person, and it applies in both the public and private sector;
- Bribery is a form of corruption and refers to the giving and receiving of a reward in return for granting certain favours. The reward may take many forms such as money, gifts, promotion, prevention of a loss, paying off a loan, inflated commission and various other favours which may be offered;
- Bribery and/or corruption has many meanings globally, however these constitute criminal offences under any law;
- Bribery and corruption may be committed by public or government officials, as well as by companies, directors, employees and any member of the public.

**The following are examples of frequent high-risk areas that require careful attention:**

**Facilitation payments**

- Facilitation payments (regardless of value) is a form of bribery, and ordinarily involve a payment made to a public or government official to expedite or facilitate a result or an administrative process;
- Facilitation payments are prohibited in many countries and as such are not permitted by the Group.

**Donations**

- From time to time the Group does make donations to worthy causes or as part of its corporate social investment programme;
- Donations may only be made in accordance with applicable policies as prescribed.

**Sponsorships**

- On occasion, the Group grants corporate sponsorships to entities or events that enhance its reputation or promote business development;
- All sponsorship and applications for sponsorships are made in accordance with the rules and procedures as prescribed;
- Employees should be wary of providing sponsorship to entities associated with, trade unions, regulatory bodies, supplier or customer bodies

**Dealing with Third Parties and Cross Border Dealings**

Employees must be diligent when conducting business with third parties, especially those from foreign countries.

**Politically exposed persons (“PEPs”)**

PEPs are individuals who are or have in the past been entrusted with prominent public functions in a particular country. Due to this, PEPs are considered high risk and therefore an enhanced due diligence should be conducted when dealing with them.

## INCIDENT REPORTING

All employees within the Group have a duty to immediately report any corruption that is suspected or discovered. Employees can report possible corrupt activity directly to the Fraud Manager, their Line Manager, or by using the anonymous independent fraud hotline managed by Deloitte Tip-Offs as set out in the table below:

AUSTRALASIA HOTLINES (available 24 hours, 7 days a week)	
<b>Australian Hotline:</b>	1800 504 994
<b>New Zealand Hotline</b>	0800 005 156
<b>E-mail:</b>	<a href="mailto:countryroad@tip-offs.com">countryroad@tip-offs.com</a>
SOUTH AFRICA AND REST OF AFRICA HOTLINE (available 24 hours, 7 days a week)	
<b>Fraud Hotline:</b>	South Africa - 0800 20 25 92 Swaziland – 800 7006; Tanzania – 0800 110 025; Uganda – 800 100 255; Zambia – 260 971 231 250; Botswana – 7111 9602 (Mascom); 0800 600 644 (BTC) or 1144 (Orange); Kenya – 0800 722 626; Lesotho – 8002 2055; Mauritius – 802 027 0001; Mozambique – 800 112 233 or 800 333 312; Namibia – 0800 003 313 or 91847.
<b>Free Fax:</b>	0800 00 77 88
<b>E-mail:</b>	<a href="mailto:e-mail@tip-offs.com">e-mail@tip-offs.com</a>
<b>Postal address:</b>	Deloitte Tip-Offs Anonymous, P O Box 774, Umhlanga Rocks, South Africa, 4320
<b>SMS Line:</b>	SMS "Tip-Offs" to 32480 for a call back

## DISCLOSURES AND WHISTLEBLOWER PROTECTION

All information which is reported is treated as strictly confidential and employees may disclose information without fear of retribution and/or victimisation. It is important to note that any employee in the employment of the Group, reporting suspected or known corruption in good faith, will be protected in so far as possible and will have further rights as set out in the Protected Disclosures Act 2000, Companies Act 2009 (South Africa), Corporations Act 2001 (Cth) in Australia and Protected Disclosures (Protection of Whistleblowers) Act 2022 (NZ).

## MEDIA POLICY IN RESPECT OF CORRUPT ACTS

- It is important that all employees understand that a media policy has already been agreed upon by the Group where law enforcement authorities or any other outside organisation is involved.
- No employees are to comment on any criminal investigation to any reporter or media in any way or form whatsoever. This includes by way of direct contact with reporters or, through social media or through direct mail (physical or electronic). Where the media request a comment on an investigation from an employee, they should be referred to

the Press Office for further assistance, details of which are provided in the table below:

AUSTRALASIA	
Corporate Communications No:	+61 488 111 228
E-mail address	<a href="mailto:CRG.Media@countryroadgroup.com.au">CRG.Media@countryroadgroup.com.au</a>
SOUTH AFRICA AND THE REST OF AFRICA	
Corporate Communications No:	+27 21 407 7700 or + 27 82 782 3856
E-mail address	pressoffice@woolworths.co.za

## SANCTIONS

Sanctions are punitive or restrictive actions that are designed to change the behaviour or conduct of a particular group or country in response to a breach of international law or human rights violations. Country sanctions are onerous and aim to restrict all dealings with a particular country, including with private businesses and individuals.

Trading in countries where country sanctions apply is prohibited, and employees are also not allowed to do business or enter into transactions with individuals or entities that are recorded on a sanctions list.

All employees are required to:

- Ensure that no goods or services are procured from suppliers on a country sanctions list;
- Disclose any knowledge or suspicion of a transaction involving a sanctioned person, group or country to Group Risk and Compliance;
- Seek advice and guidance from Group Risk and Compliance about the impact of sanctions on the business, or if any employee has any concerns about a particular transaction or supplier.

Group Risk and Compliance can advise how sanctions affect the business in countries within which they operate.

## NON-ADHERENCE TO POLICY

Any employee or relevant person who is involved in or assists with committing a corrupt act and fails to comply with internal policies, procedures and any other regulatory requirements, whether knowingly, negligently or recklessly; will be subject to disciplinary procedures. Involvement in corrupt acts is a dismissible offence for employees under the applicable disciplinary codes.

Moreover, the following is a non-exhaustive list of possible consequences for non-compliance with the ABC Policy:

- The Group requiring enforceable undertakings with the employee, relevant person or external parties to immediately remediate the non-conformance and implement measures to prevent any future non-conformance;
- The Group immediately terminating its relationship with the employee, relevant person or external party and/or backlisting that party from any relationship with any entity within the Group;
- The Group reporting any non-compliance to external regulators as appropriate without notice. This may include criminal, civil or regulatory liabilities or penalties for the parties involved;
- The Group taking civil action against the employee, relevant person or external parties for non-compliance with the ABC Policy.

## **POLICY UPDATE**

This policy will be reviewed and updated annually by Group Risk and Compliance. The policy can be found on the intranet, or it can be requested from [compliance@woolworths.co.za](mailto:compliance@woolworths.co.za).

## **POLICY QUERIES**

Please refer queries relating to the Policy to:

Group Head of Risk and Deputy Company Secretary	Governance@woolworths.co.za
Senior Compliance Manager	Compliance@woolworths.co.za
General Counsel and Head of GRC - WHL Australasia	CompanysecretaryCRG@countryroadgroup.com.au

## ANNEXURE A

### Woolworths Holdings Limited (“WHL”)

#### High/Critical applicable Laws and Non-binding Rules, Codes and Standards

High/Critical applicable Laws		
AFRICA	BOTSWANA	Corruption and Economic Crime Act (CAP 08:05) Proceeds and Instruments of Crimes Act 2014 Whistle Blowing Act 2016 Financial Intelligence Act, 2022 (proclamation) Financial Intelligence Regulations, 2022 Corruption and Economic Crimes (Amendment) Bill (intention to table)
	KENYA	Ethics and Anti-Corruption Commission Act, 2011 Anti-Corruption and Economic Crimes Act (Chapter 65, Laws of Kenya) Public Officers Ethics Act, 2003 Leadership and Integrity Act, 2012 Leadership and Integrity draft Plan 2023-2028 Proceeds of Crime and Anti-Money Laundering Act 2009 (Revised 2012, 2016) The Proceeds of Crime And Anti-Money Laundering (Amendment) Act 2017 The Proceeds of Crime and Anti-Money Laundering Amendment Act of 2021 Witness Protection Act 2006 Witness Protection (Amendment) Act, 2010 The Bribery Act, 2016 Bribery Act Regulations, 2021 Guidelines on the preparation of procedures for the prevention of bribery and corruption (October 2021) Bribery Regulations, 2022 Guidelines to assist entities in preparation of procedures for prevention of bribery and corruption Whistleblower Protection Bill, 2023 Anti-Corruption and Economic Crimes (Amendment) Bill, 2023
	LESOTHO	Prevention of Corruption and Economic Offences Act, 2006 Prevention of Corruption and Economic Offences (Amendment) Act, 2020 Penal Code Act, 2010 Money Laundering and Proceeds of Crime 2008 Money Laundering and Proceeds of Crime (Amendment) Act, 2016
	MAURITIUS	Prevention of Corruption Act, 2002 Financial Intelligence and Anti-Money Laundering Act 2002 Financial Crimes Commission Act 20 of 2023 Criminal Code Act 1838 (Last Amended 2006) Manual on Corruption Risk Management (October 2020)
	MOZAMBIQUE	Resolution No. 33/2004 ratify the SADC Protocol against Corruption Resolution No. 30/2006 ratify the Africa Union (AU) Convention on Prevention and Combat of Corruption Resolution no. 31/2006 ratify the United Nations (UN) Convention against Corruption Penal Code 2014 Anti-Corruption Act, Law 2004 Strategy for Preventing and Combating Corruption in Public Administration



	NAMIBIA	Anti-Corruption Act, 8 of 2003 Criminal Procedure Act, 51 of 1957 Regulations Prevention of Organised Crime Act, 29 of 2004 Regulations Whistleblower Protection Act 2017 Witness Protection Act, 2017 Witness Protection Regulation, 2023Financial Intelligence Act, 2012
	SOUTH AFRICA	Prevention and Combating of Corrupt Activities Act 12 of 2004 (PACCA) Prevention of Organised Crime Act 121 of 1998 Financial Intelligence Centre Act 38 of 2001 (FICA) Protected Disclosures Act 26 of 2000 Protected Disclosures Act – Practical Guidelines for Employees Companies Act 71 of 2008 Regulations with specific reference to:- <ul style="list-style-type: none"> <li>• United Nations (UN) Global Compact Principles</li> <li>• Organisation for Economic Cooperation and Development (OECD) recommendations regarding corruption</li> </ul> <a href="#">National Prosecuting Authority Act 32 of 1998</a> <a href="#">National Prosecuting Authority Amendment Act 10 of 2024</a> <a href="#">Investigating Directorate Against Corruption Regulations Amendment</a>
	ESWATINI	Prevention of Corruption Act No. 3 of 2006 Money Laundering (Prevention) Act, 2001 Serious offences (confiscation of proceeds) Act, 2001 The Money laundering (Prevention) and Financing of Terrorism Act 2011 The Anti-Money Laundering (United Nations Security Council Resolution Regulations, 2016
	TANZANIA	The Prevention and Combating of Corruption Act, 11 of 2007 The Prevention and Combating of Corruption Regulations, 2008 The Anti-Money Laundering Act, 2006 Anti-Money Laundering Amendment Act, 2012 The Whistleblower and Witness protection act, 2015 The Whistleblower and Witness Protection Regulations 2023 Economic Offences (Specification of Offences for Consent) Notice, 2021 <a href="#">Prevention and Combating of Corruption (Amendment) Act, 2024</a>
	UGANDA	The Anti-Corruption Act, 2009 The Whistleblower Protection Act, 2010 The Anti-Corruption Act, 2009 The Whistleblower Protection Act, 2010 The Anti-Money Laundering Act, 2013 Anti-Money Laundering (Amendment) Act, 2017
	ZAMBIA	Anti-Corruption Act, 3 of 2012 Prohibition and Prevention of Money Laundering Act, 2001 Prohibition and Prevention of Money Laundering (Amendment) Act 2010 The Public Interest Disclosure (Protection of Whistleblowers) Act, 2010 <a href="#">Constitution Amendment Act, 2016</a> <a href="#">Forfeiture of Proceeds of Crime Act, 2010</a> <a href="#">Plea Negotiation and Agreements Act, 2010</a> <a href="#">National Anti-Corruption Policy, 2023</a>
AUSTRALASIA	AUSTRALIA	Criminal Code Act 1995 (Cth) Corporations Act 2001 (Cth) Anti-Money Laundering and Counter-Terrorism Financing Act 2006 (Cth) <a href="#">Crimes Legislation Amendment (Combatting Foreign Bribery) Act 2024 (Cth)</a>
	NEW ZEALAND	The Crimes Act 1961 (NZ) The Secret Commissions Act 1910 (NZ) Anti-Money Laundering and Countering Financing of Terrorism Act 2009 (NZ) Protected Disclosures (Protection of Whistleblowers) Act 2022
OTHER	UNITED KINGDOM	Bribery Act of 2010 (Chapter 23)
	UNITED STATES OF AMERICA	Foreign Corrupt Practices Act of 1977

## Non-Binding Rules, Codes, and Standards

King IV Report on Corporate Governance

Global Reporting Initiative (GRI) Sustainability Reporting Standards

United Nations Convention Against Corruption (UNCAC)

Business Social Compliance Initiative (BSCI) Code of Conduct

Supplier Ethical Data Exchange (SEDEX) Ethical Trade Audit Best Practice Guide

Worldwide Responsible Accredited Production (WRAP) Standards

Internationally endorsed Financial Action Task Force (FATF) recommendations and its global standards for implementing effective Anti-Money Laundering measures

G20 Countries – Anti-Corruption Action Plan, November 2014

Southern Africa Development Community ("SADC") Protocol against Corruption

The Africa Union Convention on Preventing and Combatting Corruption ("AU Convention")

The East African Community Protocol on Preventing and Combating Corruption

National Anti-Corruption Strategy