

Salute policy on anti-bribery and corruption

Salute team members work all over the world, we are committed to doing business honestly, fairly, and by the rules. We follow important laws like the U.S. Foreign Corrupt Practices Act (FCPA) and the Foreign Extortion Prevention Act (FEPA), which help prevent bribery and corruption. These laws make it illegal to offer or give anything valuable, like money, gifts, or favors, to someone in a position of power in order to influence a decision or gain an unfair advantage. They also make it illegal for anyone to ask for or accept a bribe. This policy applies to all employees, managers, contractors, consultants, and anyone else working on our behalf.

We also expect our suppliers, subcontractors, agents, and other partners to follow this policy. No one at our company, including the Board of Directors, leadership, or anyone acting for the company, is allowed to ask for, offer, or accept bribes. You cannot use gifts, donations, or entertainment to get around the rules or to unfairly influence a business decision. All deals and payments must be clearly and honestly recorded.

Salute has a strict zero tolerance policy against any form of bribery and corruption.

Act with integrity

Doing the right thing matters. Use good judgment, if something feels wrong or looks suspicious, don't do it. Walk away and report it. Get approval from Legal or Compliance before giving a gift, donation, or invitation. Keep records of what you do. Make sure the people and companies we work with meet our standards. We must make responsible choices and uphold Salute's integrity.

You have a voice

Each of us has a responsibility to speak up if we see or suspect any behavior that could be unethical or illegal. We want you to know your voice matters, and our reporting process is straightforward, following internationally recognized best practices.

If you suspect or learn of someone participating in an unethical or illegal activity, reach out to a manager, [Compliance](#), [Legal](#), or through the [Anonymous report](#).