



ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

Crown Moving Service (CMS) is committed to legal and ethical behaviour, and to refrain from doing anything to harm the interests of FIDI, other affiliates, clients, or the industry. CMS will ensure we are fully informed of applicable regulations and will monitor our employees and business partners to ensure full and continual compliance.

Legal compliance

CMS will ensure that we are aware of all applicable laws countering bribery and corruption in all the jurisdictions in which we operate, and that we will obey and uphold those laws. The laws that apply to particular international business activities include those of the countries in which the activities occur as well as others that –like the US Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act 2010 - govern the international operations of national companies and citizens in respect of their conduct both at home and abroad.

Ethical behaviour

Crown Moving Service (CMS) pledges to take a zero-tolerance approach to bribery and corruption. At all times, we will act professionally, fairly and with the utmost integrity in all business dealings and relationships. This will apply wherever we operate.

Commitment to the values of FID

Crown Moving Service is a signatory to the FIDI Anti-Bribery and Anti-Corruption Charter, and by agreeing and committing to this Charter, we therefore, undertake to:

1. Never engage in any form of bribery, either directly or through any third party.
2. Never offer or make an improper payment, or authorize an improper payment (cash or otherwise) to any individual, including any local or foreign official anywhere in the world.
3. Never attempt to induce an individual, or a local or foreign official to act illegally or improperly.
4. Never offer, or accept, money or anything of value, such as gifts, kickbacks or commissions, in connection with the procurement of business or the award of a contract.
5. Never offer or give any gift or token of hospitality to any public employee or government official or representative if there is any expectation or implication for a return favor.



6. Never accept any gift from any business partner if there is any suggestion that a return favor will be expected or implied.
7. Never facilitate payments to obtain a level of service which one would not normally be intitled to.
8. Never disregard or fail to report any indication of improper payments to the appropriate authorities.
9. Never induce or assist another individual to break any applicable law or regulation.

Service Providers

Crown Moving Service (CMS) expects our partners and service providers to commit to the same ethical standard and comply with all above minimum requirements set forth in this code of conduct. Our partners and service providers have to notify CMS if any unethical practice is suspected.

This Anti-Bribery and Anti-Corrupt policy is reviewed by CMS management once a year and updated when necessary, communicated to all staff and available in our IT system as part of our internal policies.

Our management is responsible for the implementation of this policy and all staff are responsible for our performance of this policy and they will be asked annually to formally accept that they will comply with FIDI Anti-Bribery and Anti-Corrupt policy.