

ANTI-BRIBERY POLICY

HELINICK is recognized in the market as a provider of professional security and safety services but also as a reliable partner.

HELINICK applies an anti-bribery management system in accordance with the requirements of the reference standard RS ISO 37001: 2017, in order to prohibit bribery, prevent bribery and ensure compliance with anti-bribery legislation applicable to the organization and the use of risk-based thinking in all activities in order to obtain improved results and prevent negative effects.

We undertake to comply with the requirements of the anti-bribery management system but also with the applicable legal requirements, to act to continuously improve the implemented management system, to take into account the suggestions for improvement we receive and to allocate the necessary resources for the optimal operation of the management system.

All employees of our organization are aware of the importance of applying the implemented anti-bribery management system and how they can help prevent and avoid bribery. Each employee is trained, motivated and aware of the effectiveness of the anti-bribery management system, including the benefits of improved anti-bribery performance and the reporting of suspected bribery cases.

HELINICK management encourages the reporting of concerns in good faith or for reasonable reasons to believe so, with full confidence and without fear of retaliation.

The anti-bribery compliance function has been assigned to a person who has adequate competence, status, authority and independence. There have also been allocated the appropriate resources for the activity. The anti-bribe compliance function has direct and prompt access to the governing body and management at the highest level in the event that any aspect or concern related to bribery or the anti-bribery management system needs to be reported.

This policy represents the commitment of HELINICK's management to effective anti-bribery management and continuous improvement.

The main anti-bribery objectives pursued within our organization are:

- obtaining the certification of the anti-bribery management system;
- prevention and avoidance of bribery;
- ensuring the means of protection against bribery risks for all relevant functions in the organization;

- prompt investigation of any case of bribery or violation of anti-bribery policy or anti-bribery management system;

The anti-bribery policy is communicated within the organization and to business partners who have a higher risk of bribery than one considered low. It is also communicated to the entire organization, understood correctly by all staff and is available to relevant stakeholders.

Failure to comply with the provisions of this policy will result in sanctions and penalties.

Date: 15.01.2020

Executive Manager
Marius Ioan RETEGAN