



ETHICAL CODE OF CONDUCT FOR SUPPLIERS

ARCHER INTERNATIONAL LIMITED is strongly committed to observing the highest ethical standards in all its procurement activities. As such, this Code of Conduct for Suppliers has been prepared to provide clear summary of ARCHER INTERNATIONAL LIMITED's expectation from the suppliers in all procurement dealings, ensuring that internationally recognized procurement ethics are followed.

Transparency and accountability should be strictly adhered to in all procurement activities. ARCHER INTERNATIONAL LIMITED procurement ethics focuses on zero tolerance on corruption, avoiding any form conflict of interest and honest representation of supplier's capabilities. Suppliers are strongly urged to familiarize themselves with this Code of Conduct to ensure successful working relations with ARCHER INTERNATIONAL LIMITED.

ARCHER INTERNATIONAL LIMITED expects all contracted suppliers and companies seeking to sell goods or services to conduct their business in accordance with the highest ethical standards. Suppliers or potential suppliers must strictly comply with all rules and regulations on bribery, corruption and avoid unacceptable business practices. Hence suppliers are expected to observe the following:

- Shall not, directly or indirectly, offer to any ARCHER INTERNATIONAL LIMITED staff money, goods or a service as a consideration or in expectation of a favorable decision, information, opinion, recommendation, vote or any other form of action which qualifies as a corruption;
- Shall not directly or indirectly, offer, give or agree or promise to give to any ARCHER INTERNATIONAL LIMITED staff any gratuity for the benefit of/or at the direction or request of any Staff of ARCHER INTERNATIONAL LIMITED;
- To immediately inform the ARCHER INTERNATIONAL LIMITED Head of Office in the event that any Staff of ARCHER INTERNATIONAL LIMITED solicits or obtained or has made an attempt to obtain gratification for himself/herself or for any other persons.
- To immediately declare if any of the Company's staff and/or officers had or have any relative employed with ARCHER INTERNATIONAL LIMITED. Failure to make such declaration shall be construed as a conflict of interest and might result in the exclusion of the supplier from present and future procurement activities and/or other legal action as deemed fit by the Organization.

John Davies
Country Manager
1st January 2020