

Cadogan Tate Procedure & Policy

Anti-Trust; Cartels

Introduction

A Cartel is an agreement, concerted practice or conspiracy amongst competitors to fix prices submit collusive tenders, divide or share markets and more generally, restrict competition.

A Cartel is regarded as the most egregious violation of Anti-Trust laws in most jurisdictions, which may lead to the imposition of significant fines as in certain jurisdictions' criminal penalties.

Code of Conduct

By agreeing and committing you will undertake to;

Never make direct or indirect (via third parties including agents, suppliers or customers) contact with an actual or potential competitor or other third party, the object of which is to engage in cartel behaviour.

Never propose or reach an agreement, whether directly or indirectly, formally or informally, with actual or potential competitors, regarding any sensitive competition-related issues, including;

Fixing process;

Dividing or sharing markets customers or territories;

Rigging a competitive bidding process;

Report any indication or initiative of improper anticompetitive business conduct by an actual or potential competitor in accordance to the Company's internal reporting procedure, including but not limited to, reporting to your line manager, General Manager and/or the relevant Anti-Trust authorities.

Not to participate in a meeting of a trade association in which sensitive competition related issues are discussed. If such subjects are raised during a meeting, you must immediately as the discussion to end, if not then to leave the meeting and request it to be noted in the minutes of the meeting.

Ensure that all internal/external correspondence including emails and texts, documents, discussions, and public statements do not contain any statements that may be misinterpreted by third parties or Anti-Trust authorities and courts in the context of a potential Anti-Trust investigation.

Limit any information discussed during commercial negotiations, with or disclosed to competitors or other third parties to that which is strictly necessary for completing or assessing the transaction.