

ANTI-CORRUPTION & ANTI-BRIBERY POLICY

PAC Ocean Solutions is committed to conducting its business with the highest standards of integrity, transparency, accountability and ethical conduct.

We maintain a zero-tolerance approach to bribery and corruption and do not permit any form of improper payment, inducement, favor or advantage intended to influence a business decision or obtain an unfair advantage.

This commitment applies to all employees, directors, representatives, contractors, vendors, suppliers, agents and business partners acting on behalf of PAC Ocean Solutions.

Our Commitment

PAC Ocean Solutions will:

- Conduct business honestly, ethically and in compliance with applicable laws and regulations.
- Prohibit bribery, corruption, facilitation payments and other improper payments.
- Ensure that gifts, hospitality, entertainment, sponsorships and charitable contributions are appropriate, legitimate, transparent and properly recorded.
- Conduct appropriate due diligence on business partners and third parties where required.
- Maintain accurate and transparent books, records and financial transactions.
- Encourage employees and business partners to raise concerns regarding suspected unethical or non-compliant conduct.
- Protect individuals who raise genuine concerns in good faith from retaliation.
- Investigate reported concerns appropriately and take corrective action where required.

Gifts & Hospitality

Gifts and hospitality must never be offered or accepted with the intention of improperly influencing a business decision or securing an unfair business advantage. Any permitted gifts or hospitality must be reasonable, appropriate, transparent and compliant with applicable laws and company procedures.

Facilitation Payments

PAC Ocean Solutions strictly prohibits facilitation payments, including unofficial payments made to public officials to expedite or secure routine governmental actions. Any request for such a payment must be reported immediately through the appropriate compliance channel.

Speak Up

We encourage employees, suppliers, customers and business partners to raise concerns if they become aware of suspected bribery, corruption, fraud or other unethical conduct. Concerns will be treated seriously and handled appropriately.

PAC Ocean Solutions is committed to winning business through the quality, reliability and reputation of our services — never through unethical practices.

For any questions or to report a concern, please contact PAC Ocean Solutions through the official company contact channels.