



ANTI-BRIBERY POLICY

at QSS d.o.o. Sarajevo

The management of QSS commits to establishing, implementing, and continuously improving the Anti-Bribery Management System (ABMS) in accordance with the requirements of the international standard ISO 37001:2016.

By implementing this Policy, we ensure the highest level of business ethics, strengthen the trust of our clients and partners, and systematically prevent the risk of bribery in all areas of business. Our anti-bribery policy is based on the following principles:

- **Prohibition of bribery:** It is strictly prohibited to offer, promise, give, accept, or solicit any undue advantage (financial or non-financial) with the aim of influencing business decisions or obtaining an unfair advantage.
- **The giving and receiving of gifts, hospitality, and similar benefits** is permitted only if transparent, proportionate, bona fide in nature, and in accordance with the thresholds defined in QSS's internal procedures.
- **Gifts and hospitality towards public sector** officials are subject to stricter restrictions defined in QSS's internal procedures, given the high corruption sensitivity of the public sector in Bosnia and Herzegovina.
- **Legal compliance:** Mandatory adherence to all applicable anti-corruption laws and internal organizational acts.
- **Risk management:** Special focus is placed on public procurement and sales processes, given that a significant part of the organization's turnover comes from the public sector.
- **Independence of the compliance function:** Ensuring full authority and independence of the Compliance Committee in overseeing the application of this system.
- **Awareness raising:** Continuous training of employees in recognizing and avoiding situations that may lead to corruption.
- **Reporting suspicions (Whistleblowing):** Encouraging employees to report, in good faith and on the basis of reasonable belief, any suspicion of bribery. QSS guarantees that no one will suffer adverse consequences for reporting a suspicion.
- **Continuous improvement:** Regular review and enhancement of the Anti-Bribery Management System (ABMS) to ensure its effectiveness.

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Director