



Anti-Bribery and Corruption Policy

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1. Overview

1.1 Purpose of this Policy

In line with our core values of Trust, Teamwork, Accountability and Performance, Judo Bank Pty Ltd (Judo, we, us, our) is committed to compliance with all applicable anti-bribery and anti-corruption laws in the jurisdictions in which we operate.

The purpose of this Policy is to outline our approach to identifying, managing and preventing bribery and corruption in our business dealings and business relationships.

This Policy is intended to:

- clearly articulate Judo's processes and measures designed to mitigate corruption risks and prevent bribery in relation to Judo's business;
- provide Judo's Board and senior management with assurance that we and our representatives conduct ourselves with ethics, honesty and integrity;
- apply to any dealings with foreign public sector officials, domestic public sector officials and private sector organisations;
- support our Risk Appetite Statement; and
- support our Code of Conduct.

1.2 Policy Coverage

This Policy applies to all of Judo's Board members, officeholders, employees (including temporary and permanent employees), consultants, agents and contractors of Judo Bank Pty Ltd and its related bodies corporate (each a Representative) and must be read in conjunction with the following policies:

- Judo's Code of Conduct ('The Judo Code');
- Judo's Conflicts of Interest Policy;
- Judo's Procurement Policy;
- Judo's Sanctions Policy; and
- Judo's Whistleblower Policy.

2. Applicable laws

In Australia, anti-corruption and anti-bribery laws are comprised of a combination of Commonwealth and State and Territory laws. Australia is also a signatory to the United Nations Convention against Corruption and has also ratified the Organisation for Economic Cooperation and Development ('OECD') Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

Judo and all of its Representatives must comply with all applicable anti-corruption and anti-bribery laws (and related rules and regulations). Penalties for non-compliance by individuals, or by Judo, may be severe and could include civil or criminal liability, reputational harm and/or enforcement actions. If you have any questions or uncertainty about whether or how a particular law applies to your activities, you should seek guidance from Compliance.

3. What is bribery and corruption?

While there is no universally accepted definition of bribery or corruption, broadly, both relate to a misuse of position and/or influence in return for an improper advantage or benefit (that is not limited to property). They can occur in both the public and private sectors.

Broadly, bribery involves the offering, promising, giving, receiving, acceptance or solicitation of an advantage or benefit to another person to induce or achieve an act, exercise of their duty, behaviour or

outcome which is improper, illegal or unethical, including because it was not otherwise legitimately due.

Importantly, the benefit or advantage:

- can be direct or indirect (ie the rules will still apply where the benefit is offered to a business associate or family member of the person sought to be influenced, or offered by an intermediary or third party to Judo);
- does not have to be monetary and can include improper gifts, travel and accommodation, entertainment, expense claims, favours, vouchers, awarding of contracts or employment, fees/payments/commissions (including unlawful facilitation payments or secret commissions that are not publicly available/advertised), donations, taxes and services; and
- does not have to be accepted or ultimately paid. Merely offering a bribe will usually be sufficient for an offence to be committed.

Broadly, corruption is understood in Australia as the misuse of entrusted power for private gain. Corrupt practices can include foreign or domestic public officials seeking either directly or indirectly, including via an intermediary or third party, secret or unlawful fees, payments or commissions; embezzlement; the diversion of public resources to corrupt individuals; money laundering; the awarding of business outside proper processes.

4. Responsibilities

Judo and each of its Representatives **must not**:

- offer, promise, give or authorise the provision of a bribe either directly or indirectly to any party, including via an intermediary or third party.
- solicit, accept, agree to receive or attempt to obtain a bribe, either directly or indirectly, from any party in relation to Judo's business.
- engage in, facilitate or conceal corruption or corrupt practices.
- offer, promise, give, solicit, authorise, receive or accept, directly or indirectly, gifts, entertainment or any other benefit or activity that could improperly influence, or be perceived to improperly influence, any person in order to obtain, or retain, business or any advantage of any kind for Judo or for any other person.
- make any political, charitable or other donation on Judo's or the Representative's own behalf as a means of improperly influencing any person in order to obtain, or retain, business or any advantage of any kind for Judo or for any other person.
- commence a business relationship (including with service providers or agents) unless appropriate and documented due diligence is undertaken to ensure the integrity, reputation, credentials and qualifications of the other party.
- continue a business relationship (including with service providers or agents) if ongoing monitoring indicates to Judo that the other party is or will behave in a manner inconsistent with this Policy.

Judo and each of its Representatives **must**:

- record potential conflicts, benefits, gifts and entertainment in accordance with Judo's Conflicts of Interest Policy. All records must be complete and accurate, and able to be substantiated with documents if required.
- only make a donation on behalf of Judo to a political party, elected member, group, candidate, associated entity or third-party campaigner, whether domestic or international, where this has been first approved by the Board and the CEO and recorded in the Conflicts of Interest Register.
- as outlined in our Procurement Policy and Conflicts of Interest Policy, avoid any conflict of interest involved in any selection, award or administration of a contract.
- escalate any concerns regarding an offer, promise, request, representation, transaction, business relationship or another Representative's or person's behaviour or conduct to Compliance if they consider that the conduct could give rise to a bribery or corruption risk or could materially impact Judo's reputation. Where anonymity is required, Representatives are encouraged to report matters to

Judo via the avenues set out in the Whistleblower Policy.

5. Training

All Judo employees are expected to complete mandatory training in relation to anti-bribery and anti-corruption laws when they join, and to participate in an annual refresher course.

6. Monitoring and Reporting

Where a concern regarding an offer, promise, request, representation, transaction, business relationship or another Representative's or person's behaviour or conduct has been identified internally via the Conflicts of Interest Register, via the avenues set out in the Whistleblower Policy or by any other means, the matter must be escalated to Compliance.

As a standing agenda item at each Remuneration and Nominations Committee meeting, the members will raise and consider any Board member's or Management Board member's potential conflicts, benefits, donations, gifts and entertainment recorded in the Conflicts of Interest Register in accordance with Judo's Conflicts of Interest Policy.

Any breaches of this Policy will be thoroughly investigated by the Head of Compliance and GM People which may give rise to disciplinary action including suspension and/or dismissal. Material breaches of this Policy will be brought to the attention of the Board, through the Board Risk Committee.

7. Policy Review

The Head of Compliance is responsible for the application and administration of this Policy. Any amendments to this Policy must be submitted in accordance with the Policy Governance Procedure.