



**PMI Industries, Inc.
Anti-Corruption Policy Statement**

An unwavering commitment to ethical conduct in all business operations is at the heart of PMI's culture. PMI is committed to conducting business ethically and with honesty, integrity and in full compliance with all applicable laws and regulations, including the Foreign Corrupt Practices Act, the UK Bribery Act and similar anti-corruption laws.

No PMI employee will offer or agree to receive any improper payment or anything of value to or from anyone anywhere in the world, or commit an illegal or unethical act, to obtain or retain business or to secure any improper benefit. We will not be involved with business opportunities involving an improper or illegal payment, bribe, gift, rebate, kickback, or similar inducements.

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