

	INTEGRATED MANAGEMENT SYSTEM	T-GA-PO-01	
	ANTI BRIBERY MANAGEMENT SYSTEM POLICY	Date	04-01-2021
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TAMA INGENIEROS S.A.C. is a company in the metal-mechanical manufacturing industry that designs and develops engineering to transform steel and special alloys into equipment and machinery. It also manufactures components used in different productive sectors.

To these ends, we are committed to:

- Forbid and fight against any act of bribery.
- Comply with the requirements that are applicable to our industry, anti-bribery laws and the Anti-Bribery Management System requirements.
- Apply the disciplinary sanctions stipulated in our Internal Work Regulations to employees who engage in bribery behaviours, acts or practices that imply a violation of the Anti-Bribery Management System and our Code of Ethics, without detriment to the legal consequences that may be imposed for such actions.
- Keep away from employees, customers, suppliers or third parties who engage in any act of bribery.
- Designate a Compliance Officer with authority and independence for the compliance of the Anti-Bribery Management System.
- Have both an internal and external whistleblowing channel to report attempted, suspected or committed acts of bribery or any non-compliance with the Anti-Bribery Management System.
- Guarantee the confidentiality of reports and communications received to employees and third parties.
- Ensure that employees are protected against any kind of threat or coercion as a result of a report.
- Improve the Anti-Bribery Management System on an ongoing basis.