

Anti-Bribery and Anti-Corruption Policy Statement

The National Betting Authority's ultimate priority and objective is the development of a culture based on integrity and transparency, which shall be fully aligned with our principles and values.

Adopting this Policy, reflects the Authority's commitment to a more decisive suppression of bribery and corruption, a global phenomenon facing our country, both in the public and private sector. Bribery and corruption hinder good governance practices while at the same time posing strong threats to sustainable development and good faith between trading parties, undermining economic and social progress and development.

The standard is a valuable tool, as it provides the state, supervisors, partners and the wider community with the assurance that the internationally recognized standard controls, national legislation and good practices have been fully implemented. The certification of the National Betting Authority with the international standard ISO 37001: 2016, aims to strengthen its integrity and transparency.

In particular, the Policy's objectives are the following:

- i. zero tolerance for acts of bribery and corruption,
- ii. protection of the Authority's reputation and that of the Republic of Cyprus,
- iii. compliance with the legal and regulatory framework in effect for the combatting of bribery and corruption,
- iv. encouragement of whistleblowing of all bribery or corruption incidents or suspicions by means of specific communication channels,
- v. provision of information and guidance to the personnel and business associates to identify actions which are connected to bribery and corruption, and
- vi. continuous improvement and upgrading of the organization and its human resources based on the provision of the systems.

The policy is reviewed and updated by the Board of Directors on a semi-annual basis, or whenever deemed necessary.

It is worth noting that, this Policy is binding for the personnel of NBA and its interested parties, such as public and wider public sector organisations, regulated persons, joint ventures, joint ventures' partners/associates, outsourcing providers, contractors, advisors, consultants, subcontractors, suppliers, vendors, intermediaries and investors.

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President