

Code of Ethics for Business in Kenya Letter of Commitment & Engagement

As a company doing business in Kenya, and in my capacity as the CEO/Chairman of

OXYGENE MARKETING COMMUNICATION LTD (please write name of company),

I hereby express my company's voluntary will and commitment to:

(Please tick applicable box):

Support and implement the Code of Ethics for Business in Kenya as per category 1	<input checked="" type="checkbox"/>
Support and implement the Code of Ethics for Business in Kenya as per category 2	<input type="checkbox"/>

In order to demonstrate our commitment to this Code in the Category chosen, we shall endeavour to do the following:

- 1) Our company and its entire staff will aspire to **live** up to the Code and adhere to the requirements as set out in the applicable category of engagement;
- 2) We shall demonstrate visible and active commitment to the **implementation** of this Code;
- 3) We **shall** base our Company policies on the Code and provide leadership, resources and active support for implementation of the Code;
- 4) We shall **dedicate** resources towards achieving the aspirations of the Code; Further, we shall ensure that the **company** Code of Ethics and ethical internal control and operation mechanisms serve to strengthen this Code;
- 5) Our enterprise shall ensure that subsidiaries, joint **ventures**, and branches over which we maintain **effective** control **subscribe to ethical business**. Where we **do** not have **effective** control we shall make known our ethical policy and use our best efforts to monitor that the conduct of such **subsidiaries**, joint ventures and branches is consistent with the Code;
- 6) Our business enterprise shall make known its ethics and **anti-bribery** policies to contractors and suppliers;
- 7) We **shall** make it **mandatory** that all known instances of corruption are **reported** to the relevant authorities.

This letter of **commitment** will be renewed annually with **communication** to the GCNK secretariat:

NICK WACHIRA MANAGING PARTNER [Signature]
Full name **Designation** **Signature**

OXYGENE MARKETING COMMUNICATION LTD 4/7/2018
Name of company/organization **Date**

Witnessed By (KAM/KEPSA): Name: STUDY KITIKO - Exec-Dix - Global Compact

Signature: [Signature]

