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## ANTI-BRIBERY AND CORRUPTION POLICY

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### **Our Commitment**

*Encounter Resources Limited* (**Encounter or the Company**) recognizes that bribery and corruption act to undermine legitimate business activities, distort competition and may expose the Company, its employees and other stakeholders to significant risks.

Encounter prides itself on its reputation for:

- acting with integrity and honesty wherever we do business; and
- committing to a zero-tolerance approach to bribery and corruption.

Encounter's reputation is built on:

- its values as a Company;
- the professionalism of our employees; and
- the collective commitment to acting with integrity, accountability and transparency at all times.

Encounter is committed to doing business with integrity, which includes complying with the laws of Australia and every other country or jurisdiction in which we currently or in the future may operate.

### **Our Strategy**

Encounter, its employees and representatives will act with integrity by:

- never offering, paying, soliciting or accepting bribes in any form;
- never offering or accepting an item, money, travel, hospitality, entertainment or other token of appreciation in exchange for practices of favouritism, discrimination, collusion or which will have an influence on responsible business practices.; and
- never engaging in any form of corrupt business practice, for the benefit of the Company, another party or themselves.

### **Our Responsibility**

All Encounter officers, employees, vendors, contractors, consultants and other business partners are expected to read, understand and adhere to this policy, and act at all times in keeping with the spirit of the policy.

Encounter provides a safe mechanism pursuant to its Whistleblower Policy to enable and encourage the reporting of any actual, alleged, or perceived, instances of bribery or corruption by any individual to which this policy applies.