



Premedia Anti-Corruption and Bribery Policy

Premedia Marketing Production Services Pty Ltd

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Version 1.1 | July 2025

1. Purpose

Premedia Marketing Production Services is committed to the highest standards of ethical conduct and integrity in all business operations. We have a zero-tolerance approach to bribery, corruption, and any behaviour that compromises fair, honest practices.

2. Scope

This policy applies to all individuals working at or with Premedia — including directors, employees, contractors, suppliers, and virtual assistants — regardless of location or contractual status.

3. Commitment

We are committed to:

- Maintaining full compliance with Australian anti-bribery and corruption laws
- Preventing unethical behaviour in all client, supplier, and third-party dealings
- Acting transparently in procurement, quoting, and financial reporting

4. Qualitative Objective

Premedia will actively avoid and prohibit all forms of corruption, including:

- Bribery or "kickbacks" (offering or accepting incentives for preferential treatment)
- Facilitation payments
- Conflict of interest situations without disclosure
- Gifts or hospitality that could improperly influence decisions

5. Quantitative Target

We aim to achieve and maintain the following measurable target:

- Target: Zero (0) incidents of bribery, fraud, or unethical conduct per financial year

If any concern or breach is identified, it will be recorded, reviewed, and resolved immediately. To date, Premedia has had zero reported incidents.



6. Internal Expectations & Reporting

Given our small team structure, expectations are communicated clearly and directly between leadership and staff.

All team members are expected to:

- Declare any potential conflicts of interest
- Reject any improper requests for favour or inducement
- Report any concerns directly to the Director (Mike Griffiths)

7. Policy Review

This policy is reviewed annually or following any major changes to business operations. Updates are shared with all team members.