

Anti-Corruption & Bribery Statement

To Whom It May Concern

Bolton Footwear (Pty) Ltd operates in Southern Africa and with supply partners across the globe. We pride ourselves on our reputation for acting fairly, ethically and in accordance with the law wherever we do business. Our reputation as a company is built on our core values of honesty, non-discriminatory and ethical business practices and the professionalism of our employees and agents as well as our collective commitment to act with integrity throughout our organisation.

Bolton Footwear strongly condemns corruption and bribery in all its forms and will not tolerate it in our business or in our relationship with those we do business with.

Bolton Footwear understands that corruption and bribery have serious ramifications such as the violation of human rights, organised crime, and economic underperformance.

Bolton Footwear is committed to conducting business with its business partners, agents, employees, and other organisations fairly, honestly and with integrity.

We expect of all our employees, agents and relevant associated persons representing the Company (including, without limitation, family members) to comply with this undertaking in all aspects of their day-to-day work. While we cannot prescribe to business partners how to conduct their business affairs, we will give preference in our trading activities to those business partners who subscribe to our ethical philosophies.

In the event of committing a bribery offence, the offending member of Bolton Footwear will face disciplinary charges and could be criminally charged.

Bolton Footwear is committed to a zero-tolerance policy and culture in relation to bribery and corruption within our organisation and with associated organisations. If, in your dealings with the Company, you have any concerns about anything at all in connection with this matter, please feel free to contact me and/or any one of the Company Directors.

Yours sincerely



Noel Whitehead: Chief Executive Officer

Executive Management:

NJ Whitehead (CEO), SP Hopwood (Creative), D Visagie (Sales), T Alexander (HR), TJ Cawood (Manufacturing and Supply Chain), C Grobbelaar (CFO)

Company Directors:

Non-Executive: GD Bolton, BB Fraser, GM Nassif, PT Azzie, LC Bolton

Bolton Footwear (Pty) Ltd. Reg. No 1949/035036/07

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