

CORPORATE POLICY OF GIFTS, OFFERS AND HOSPITALITY

The occasional offer and reception of gifts and hospitality may be seen as a custom in some countries, for companies to promote their activities, to present their services and to disclose their name and brand. However, it can also represent an opportunity for fraud, bribery and corruption.

However, some specific care must be taken to ensure that any hospitality offered or delivered to a public agent, supplier, partner or other individual does not constitute or be considered an act contrary to the Law.

Sonangol EP and its Subsidiaries Employees, Managers, Directors, Members of the Executive Committees and Members of the Board of Directors in the relationship with public agents, suppliers, partners and other individuals should be guided by honesty and integrity, being prohibited to promise, offer or give in, directly or indirectly, any improper advantage, pecuniary or otherwise, to the public agent, supplier, partner or the third party related thereto.

Sonangol's Policy prohibits this practice in exchange for any personal benefit or favor to the offeror or third parties. The offer of gifts, offers and hospitality cannot be transformed or perceived as an opportunity for the granting of these undue advantages, observing the policy provided herein and the Anti-Corruption and Anti-Bribery Policy.

The interpretation and implementation of this Policy shall always be in accordance with the Code of Conduct and Ethics of Sonangol, Standard of Gifts offers and Entertainment and other procedures in force. The Ethics Directorate will be responsible for publishing and updating the guidelines and best practices of this policy.

Violations of this Policy may result in disciplinary action in accordance with the General Labor Law, Internal Regulations of the Company and Work Contract.

Questions and reports related to this Policy should be forwarded directly to your direct manager and / or to the Directorate of Ethics or through the email apoiotica@sonangol.co.ao


Gaspar Martins