

Ethics Charter

Our long-term success is dependent on being an honest and reliable business partner. We foster a culture of ethics throughout the Group that requires behaviour beyond minimal compliance with laws and regulations.

“We are a values driven enterprise. Our ethical stance and commitment to sustainability is reflected in our actions and interactions.”

The Ethics Charter ensures our employees understand the behaviour expected of them. It provides guidance on how they can identify and practically approach ethical and compliance dilemmas in their daily work.

Our employees and directors (as well as contractors, where they are under a relevant contractual obligation) must comply with our relevant policies and procedures, as well as all applicable laws and regulations.

Our values

We honour our business obligations. We uphold that our business relationships with suppliers and clients must be grounded in mutual trust. That fruitful engagements are achieved by communicating honestly, respecting information entrusted to us and standing behind our commitments and principals, no matter what.

In accordance with our Promises, **we conduct our business with integrity.** We compete vigorously taking pride in doing so fairly and ethically. We do not offer or accept bribes or inappropriate gifts and we comply with the laws and regulations that support fair competition and integrity in the marketplace.

Our business is about people, **we treat each person with dignity and respect.** We foster a diverse team respectful of differing opinions and unique contributions.



Obedience to the law, in both letter and spirit, forms the ultimate basis on which our reputation and culture is built. Our dynamic global business spans multiple, very different jurisdictions. Our responsibility is to know and comply with the rules and norms applicable to each territory in which we operate.

We keep accurate and honest records. Accurate and true records are critical to sound business decisions and the integrity of our financial reports. We use utmost efforts to ensure that our business information, in whatever form, accurately reflects the true nature of constituent transactions.

We are members of the Carfax Group, safeguarding its information, assets and interests. Protecting the corporate body demands utmost diligence and the avoidance of any personal interest which could compromise those of the corporate body.

We are a responsible global citizen. The breadth of our operations allows us to touch many aspects of society. This global reach demands the responsibility to understand and manage our impact. It is crucial for organisations like ours rise to the challenge of serving a greater social purpose.

Board oversight and governance

Our leaders play a critical role in promoting and ensuring a culture of ethics and compliance. They are responsible for ensuring employees understand and comply with our guiding values, standards and procedures.

Our culture of ethical business practices is emphasised in the recruitment and induction process of new team members. Existing employees confirm their awareness and understanding of our compliance requirements when they begin working at Carfax and annually thereafter.

Our Anti-Corruption Policy clearly documents our position on bribery and corruption, i.e., the offering, providing, authorising, requesting or receiving of bribes is unacceptable. We work towards addressing risks through policies, standards, procedures, guidelines, and awareness. We do not engage in corruption or bribery, including facilitation payments. We do not permit the use of any of our funds or resources as contributions to any political campaign, political party, political candidate or any politically affiliated organisations.