

ANTI-CORRUPTION in Odfjell

RED Flags



- ▶ Cash gifts
- ▶ Cash or cash equivalents



- ▶ Gifts with attached conditions
- ▶ Gifts or favors during negotiations



- ▶ Promise of additional business



- ▶ Return commissions

EMPLOYEE GUIDELINES



Never offer or accept gifts, except for promotional items of minimal value under 75 USD, without approval from superior.



Before accepting or offering hospitality, ensure that it is in line with our requirements. Approval from superior is required unless the hospitality is clearly acceptable.



Ask yourself if the acceptance or offer would be perceived as an improper advantage.



Ensure that all acceptance and offering of hospitality are open, transparent and properly documented in the gifts and hospitality log.

