



RUMC BOARD OF DIRECTORS INTEGRITY COMMITMENT

Objective

We commit that RUMC shall conduct its activities with integrity by adopting the highest ethical standards.

Commitment

- We are committed to a 'zero tolerance' approach to corrupt behavior. All acts of bribery and corruption by any Director, staff, employee and 3rd party including students, are prohibited.
- The RUMC Anti-Bribery and Corruption Policy ("ABC Policy") applies to all Directors, staff, employees and students of RUMC
- Any violation of the provisions of the ABC Policy shall be subject to disciplinary action
- We are committed to ethical business and personal conduct. All those doing business with, or on behalf of RUMC, are expected to adhere to the requirements of the RUMC ABC Policy
- We shall manage key corruption risks through a corruption risk assessment and management process and framework that periodically identifies, mitigates and manages these risks
- We shall provide training and communication to staff and employees to enable them to act in accordance with the ABC Policy and Code of Business Ethics
- We shall regularly evaluate the effectiveness of our anti-corruption compliance program to ensure adequacy and continuous improvement

Behaviour

- We are prepared to say no to business opportunities and stop ongoing business rather than to compromise our integrity. We encourage a culture of integrity
- We integrate anti-bribery and corruption in our business processes
- We learn from incidents to continuously improve our processes and performance

This Integrity Commitment was signed by the RUMC Board of Directors in April 2020.