



ANTI-TRUST POLICY

SAIGON VAN provides national and international removals for individuals and businesses. Our service is of the highest quality and custom-made; before, during and after the move. We do this on a personal and honest manner and with the dedication of our skilled employees.

SAIGON VAN places high demands on the standards and values of its employees and the companies with which it cooperates. Together we ensure that our services meet the highest standards, which are guaranteed by our quality standards ISO9001, ISO14001, FAIM-ISO.

By working for or with SAIGON VAN, you represent the company to everyone you come in contact with. Professionalism, integrity, common sense, honesty and trust are important conditions where everyone who works for or works with SAIGON VAN must abide by, whatever the circumstances.

One of the guiding principles of SAIGON VAN is compliance with our Anti-Trust policy. The Anti-Trust policy apply to all employees and everyone we do business with, including agents, representatives, consultants, independent contractors and anyone acting on behalf SAIGON VAN. If there are any questions, please contact SAIGON VAN.

Policy:

- SAIGON VAN will not tolerate cartel conduct.
- A cartel is regarded as the most egregious violation of Anti-Trust laws in most jurisdictions, which may lead to imposition of significant fines as well as criminal penalties. Employees or business partners found involved in any form of cartel will be terminated his contract with the company.

Definitions

Cartel: is an agreement, concerted practice or conspiracy among competitors to fix prices, submit collusive tenders, divide or share markets and, more generally, restrict competition.

Code of Conduct:

The management and staff of SAIGON VAN agree to undertake to:

- Support the fight against cartels, which restrict competition among suppliers to the detriment of customers.
- Never make direct or indirect (via third parties including agents, suppliers or customers) contact with an actual or potential competitor or other third party, the object of which is to engage in cartel behavior.
- Never propose or reach an agreement, whether directly or indirectly, formally or informally, with actual or potential competitors, regarding any sensitive competition-related issues, including:
 - Fixing prices
 - Dividing or sharing markets, customers or territories
 - Rigging a competitive bidding process
- Report any indication or initiative of improper anticompetitive business conduct by an actual or potential competitor in accordance to our internal reporting procedure, including but not limited to, report to our legal department and/or to the relevant Anti-Trust authorities.
- Not to participate in a meeting of a trade association in which sensitive competition-related issues are discussed. If such subjects are raised during a meeting, employees of SAIGON VAN must

SAIGON VAN INTERNATIONAL RELOCATIONS

Ware house address: No. 2 Street, Dong An Industrial Park, Thuan An District, Binh Duong Province, South Vietnam.

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immediately ask for the discussion to end. If not, they must leave the meeting and ask for that to be noted in the minutes of the meeting.

- Ensure that all internal and external correspondence, including email and texts and documents, discussions and public statements do not contain any statements that might be misinterpreted by third parties or Anti-TRUST authorities and courts in the context of a potential Anti-Trust investigation.
- Maintain independent judgment in pricing or selling of any services.
- Limit any information discussed during commercial negotiations, with or disclosed to competitors or other third parties, to that which is strictly necessary for completing or assessing the transaction.

Responsibility

Saigon van takes Anti-Trust policy very seriously. Violation of this policy may result in disciplinary action by Saigon van, including termination and may involve criminal proceedings.

Questions or messages

If you suspect that this policy is violated, you can report it immediately to the Quality Manager (thinh@saigonvan.com) or director of the company (kim@saigonvan.com)

Ho Chi Minh City, January 02nd, 2021

Kim Ngoc | Director

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