# ANTI-CORRUPTION POLICY

## Vestas Romania – A Project of Vestas Estonia OÜ

Vestas Romania Anti-Corruption Policy defines our zero-tolerance approach to bribery, fraud, and unethical practices. This policy is enforced under the supervision of Vestas Estonia OÜ and adheres to EU and international compliance standards.

1. Zero Tolerance – Any form of corruption, bribery, or illicit financial gain is strictly prohibited.

2. Reporting Mechanisms – All stakeholders have access to secure and confidential channels to report unethical behavior.

3. Compliance with International Standards – Our operations comply with the OECD Anti-Bribery Convention and EU anti-corruption regulations.

4. Training and Awareness – All team members receive continuous training on ethical conduct and anti-corruption policies.

5. Enforcement – Violations of this policy will result in disciplinary action, including possible termination of contracts and legal reporting.