

## FRAUD AND MALPRACTICES POLICY

Julinat Technical Services Limited has a commitment to high legal, ethical and moral standards. All members of staff are expected to share this commitment. This policy is established to facilitate the development of procedures, which will aid in the investigation of fraud and related offences.

The Board already has procedures in place that reduce the likelihood of fraud occurring. These include documented procedures and systems of internal control and risk assessment management. In addition, the Board tries to ensure that a risk (and fraud) awareness culture exists in JTSL

### **Fraud Policy**

1. This policy applies to any irregularity, or suspected irregularity, involving employees as well as consultants, vendors, contractors, and/or any other parties with a business relationship with JTSL. Any investigative activity required will be conducted without regard to any person's relationship to JTSL position or length of service.
2. Fraud & malpractice comprises both the use of deception to obtain an unjust or illegal financial advantage and intentional misrepresentations affecting any aspect of company activity by one or more individuals among management, staff or third parties.
3. All Managers and staff have a duty to familiarize themselves with the types of improprieties that might be expected to occur within their areas of responsibility and to be alert for any indications or irregularity.

*The Board wishes to encourage anyone having reasonable suspicions of fraud or malpractice to report them. Therefore, it is also the Board's policy, which will be rigorously enforced, that no employee will suffer in any way as a result of reporting reasonably held suspicions.*

**Appropriate Disciplinary action will be taken against any staff that violates this policy.**



09/02/2018



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(MD Operations Sign/Date)

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