

## Anti-Bribery Statement

At **The Classic Partnership**, we are committed to conducting business with the highest standards of integrity, honesty, and ethical behavior. As a trusted marketing agency serving clients through digital, social media, advertising, content, SEO, and branding services, maintaining ethical practices in every engagement is foundational to who we are and how we operate.

### 1. Policies and Procedures

All team members at The Classic Partnership are expected to act ethically and comply with all applicable laws, rules, and regulations in the jurisdictions where we operate, including those pertaining to anti-bribery and anti-corruption. This includes, but is not limited to:

- Understanding and adhering to our internal Code of Conduct and Ethics.
- Complying with all relevant local, national, and international laws regarding bribery and corruption.
- Avoiding any improper or questionable practices that could be construed as an attempt to influence a business decision through unlawful payments, gifts, incentives, or relationships.

Employees are prohibited from offering, giving, soliciting, or accepting any form of bribe, payoff, kickback, or improper business amenity that could influence a business decision or create even the appearance of impropriety. Any violation of this policy may result in disciplinary action, up to and including termination, and may subject individuals to criminal or civil liability.

### 2. Top-Level Commitment

The leadership team at The Classic Partnership fully supports this Anti-Bribery Statement and is committed to fostering an ethical workplace culture where bribery and corruption are not tolerated. Our leadership team encourages open communication and ensures that employees feel safe and supported in reporting any conduct they believe to be unethical or illegal without fear of retaliation.

### 3. Risk Assessment

Although our core markets primarily involve digital and traditional marketing services—business environments not considered high-risk for bribery and corruption—we recognize that risks can arise in any industry or geography. We remain vigilant in assessing our operations and clients to ensure that we always maintain compliance with relevant anti-bribery standards.

## 4. Due Diligence

Before entering into a relationship with a new client, vendor, partner, or third party, appropriate due diligence procedures are conducted to assess potential legal, ethical, or corruption concerns. If during this review we identify elevated bribery or corruption risk that cannot be reasonably mitigated, we reserve the right to refuse or terminate that relationship.

## 5. Communication and Training

The Classic Partnership ensures that all employees have access to and understand our anti-bribery policies and procedures. We provide ongoing communication and training so that team members are well-informed about ethical business conduct and the proper channels for reporting suspected violations or unethical behavior.

## 6. Monitoring and Review

Our leadership team regularly monitors compliance with this Anti-Bribery Statement as part of our broader ethics and compliance framework. We annually review the effectiveness of our anti-bribery controls and commit to updating this statement and related policies as needed to address evolving business risks and regulatory expectations.

This Anti-Bribery Statement has been reviewed and endorsed by the executive leadership of The Classic Partnership and is signed on behalf of the company.

**Updated:** January 27, 2026