

Anritsu Group Anti-Bribery Policy

Anritsu Group (hereafter "Anritsu") will comply with each and every countries laws relating to bribery. In order to conduct business in good faith and fair dealing, we ask all of our executives and employees including temporary workers (hereafter "Employees") as well as any partners who work for Anritsu, including but not limited to, representatives, distributors, suppliers, partners, business connections, and agents (hereafter "Related Parties") to take part and comply with the following to prevent bribery.

1. Prohibition of Bribery

Employees and Related Parties shall NOT, directly or indirectly, offer, give, solicit, or accept any bribe, either in cash or any other form of inducement, to or from any person or company, wherever they are located and whether they are a public officials or body or private person or company.

2. Accurate Recording

To indicate compliance with the policy and laws and regulations of bribery, Employees and Related Parties shall ensure that all company records are accurately booked and maintained in relation to any contracts or business activities, including financial invoices and all payment transactions with clients, suppliers and public officials.

3. Due Diligence

Before contracting with new Related Parties, or entering into a new contract/or amending the terms of an existing contract, we will conduct sufficient investigations into Related Parties to mitigate the risk of bribery and assure that our business partners share our philosophy regarding the legal and ethical conduct of business.

4. Education and Report

Anritsu will familiarize its Employees with the policy by training, and provide necessary information and materials to Related Parties for them to comply with the policy. Anritsu has established a reporting system to prevent and correct any violation of the policy.

5. Disciplinary Action

Anritsu will take firm disciplinary action in case there is bribery or corruption. This disciplinary may include sanctions up to and including termination of any person or persons engaging in conduct in violation of this policy.

Established: April 1, 2012

Revised: April 1, 2016