

APPENDIX A
DECLARATION OF COMPLIANCE
(acknowledgment and acceptance of this ABC Policy)

I hereby certify that I have received the Anti-Bribery and Corruption Policy and hereby acknowledge that I have read, understood and agree to comply with this Anti-Bribery and Corruption Policy.

I understand that compliance with this Policy is a condition of my continued employment at/business relationship with TIME Group.

I have not violated the provisions of this Policy and am not aware of any violations to the Policy as the date hereof, and in the event that there are any violations whatsoever, that it may lead to disciplinary action up to and including termination of my employment/business relationship with TIME Group.

Name:

Signature:

Date:

Designation:

Department: