



Anit-Corruption and Bribery Policy Statement

It is our Company policy to conduct all our business in an honest and ethical manner. We take a Zero – Tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings.

We will uphold all laws relevant to bribery and corruption in all the jurisdictions in which we operate. However, we remain bound by UK laws, including the Bribery Act 2010, in respect of our conduct both at home and abroad.

Purpose

The purpose of this policy is to:

- Set out our responsibilities and of those working for us in observing and upholding our position on bribery and corruption issues.
- Provide information and guidance to those working for us on how to recognize any deal with bribery and corruption issues.

It is a criminal offence to offer, promise, give, request, or accept a bribe. Individuals found guilty can be punished by up to ten years of imprisonment and/or a fine. As an employer if we fail to prevent bribery, can face an unlimited fine, exclusion from tendering for public contracts and damage to our reputation. We therefore take our legal responsibilities seriously.

In this policy third party means any individual or organization you come into contact with during the course of your employment with us and includes actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisors and government and public bodies, including their advisors, representatives and officials, politicians and political parties.

James Bowers
Chief Executive Officer
Date: 01/02/2024