

ANTI BRIBERY AND CORRUPTION POLICY STATEMENT

The Operations Manager/ Director has full commitment to the prevention of Bribery and Corruption. We recognise that bribery and corruption are damaging to legitimate business interests. This has a detrimental impact on business by undermining good governance and distorting fair business practice.

We have a zero tolerance approach to Bribery and Corruption. We act in a fair, ethical and honest manner with all our staff and business associates. We uphold all National and International laws in respect of Bribery and Corruption.

We conduct all our business in an honest and ethical manner and we want to ensure that all our associates and business partners do likewise.

We are committed to implementing and enforcing effective systems to prevent and eliminate bribery in accordance with the 'Bribery Act 2010' and will not work with organisations that do not support this.

We are committed to applying high standards of ethical conduct and integrity in our business activities. Our workers are responsible for maintaining the Company's reputation and for conducting business honestly and with complete professional integrity.

Our workers are strictly prohibited from making, soliciting or receiving any bribes or unauthorised payments. As part of its anti-bribery measures, the Company accepts transparent, proportionate, reasonable and bona fide hospitality and promotional expenditure, whether given or received.

Any breach of this will be considered as an act of gross misconduct and may, if proven, result in summary dismissal. Our workers are aware that bribery is a criminal offence that may result in a custodial sentence and personal fine as well as an unlimited fine for the Company.

The prevention, detection and reporting of bribery or corruption is the responsibility of all workers. If any worker becomes aware or suspects that an activity or conduct which is proposed or has taken place is a bribe or corrupt, then they have a duty to report this. We support our staff fully in reporting any suspicious incidences of malpractice or wrongdoing and will be treated with the strictness confidence.

Signed:



Mr Scott Hughes, Director

Date: 17th April 2023