



8. ANTI-CORRUPTION AND BRIBERY POLICY

8.1. This policy applies to Employees and Workers.

8.2. It is our 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 and relationships.

8.3. **Bribery** is offering, promising, giving or accepting any financial or other advantage, to induce the recipient or any other person to act improperly in the performance of their functions, or to reward them for acting improperly, or where the recipient would act improperly by accepting the advantage.

8.4. A gift or hospitality will not be appropriate if it is unduly lavish or extravagant or could be seen as an inducement or reward for any preferential treatment.

8.5. Gifts must be of an appropriate type and value depending on the circumstances and taking account of the reason for the gift. Gifts must not include cash or cash equivalent (such as vouchers) or be given in secret. Gifts must be given in our name, not your name.

8.6. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct. Any non-employee who breaches this policy may have their contract terminated with immediate effect.

8.7. This policy does not form part of any contract of employment, and we may amend it at any time.

SIGNED: Matthew Woods

July 2026

Managing Director

A handwritten signature in black ink, appearing to read "Matthew Woods", written over a light blue horizontal line.