

2.1 Anti-Bribery and Corruption Policy Statement

The purpose of this Anti-Bribery and Corruption Policy is to:



- Demonstrate compliance with the *Bribery Act 2010*.
- Set out our responsibilities, and of those working for us, in observing and upholding our zero-tolerance position on bribery and corruption.
- Provide information and guidance to those working for us on how to recognise and avoid bribery and corruption.
- Reinforce the message that we will not tolerate any form of bribery or corruption.
- Formally demonstrate the company's no-tolerance approach to bribery and corruption. It will be regularly reviewed and updated if necessary, as new threats appear.
- Reinforce our values of "openness", "honesty" and "transparency".
- Ensure appropriate due diligence and risk mitigation procedures are followed before proceeding with any contract or other arrangement.
- Ensure any suspected or actual breaches of this policy are reported promptly and accurately.

The company appreciates the importance of the Anti-Bribery and Corruption Policy and to ensure its successful operation must take into consideration the views of its employees. Therefore, the company will strive to develop a positive culture based on consultation, cooperation and communication.

Adequate resources will be made available to meet the requirements of the Policy and all applicable Legislation.

The company will ensure the continuous monitoring of the Anti-Bribery and Corruption Policy to ensure its objectives are met.

To this aim the company will ensure that the Policy is reviewed and updated at regular intervals to reflect legislative and/or organisational changes.

Kelly Richardson

Managing Director

A handwritten signature in black ink, appearing to read "K Richardson", is written over a light blue horizontal line.

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