

It is our policy to conduct all of 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 dealing wherever we operate. We are also committed to implementing and enforcing effective systems to counter bribery.

This policy applies to all individuals at all levels and grades, including senior managers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors and any other person providing services to us.

A bribe is a financial or other advantage offered or given:

- To anyone to persuade them to or reward them for performing their duties improperly or,
- To any public official with the intention of influencing the official in the performance of his duties.

Gifts and Hospitality

This policy does not prohibit giving and receiving promotional gifts of low value and normal appropriate hospitality. However, in certain circumstances gifts and hospitality may amount to bribery. We will not provide gifts and hospitality with the intension of persuading anyone to act improperly or to influence a public official in the performance of his duties.

Facilitation, payments and Kickbacks

We do not make, and will not accept, facilitation payments or “kickbacks” of any kind. Facilitation payments are typically small, unofficial payments made to secure, or expedite a routine government action by a government official. Kickbacks are typically payments made in return for a business favour or advantage. All employees must avoid activity that might lead to, or suggest, that a facilitation payment or kickback will be made or accepted by us.

Donations

We do not make contributions of any kind to political parties. No charitable donations will be made for the purpose of gaining any commercial advantage.

Record Keeping

- We will keep financial records and have appropriate internal controls in place which will evidence the business reason for making any payment to third parties
- All expense claims relating to hospitality, gifts or expenses incurred to third parties must be submitted in accordance with our expenses policy and specifically record the reason for the expenditure.
- All accounts, invoices, memoranda and other documents and records relating to dealing with third parties, such as clients, suppliers and business contact, must be prepared and maintained with strict accuracy and completeness. No accounts must be kept "off book" to facilitate or conceal improper payments.

Raising Concerns

Employees will be encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage. No employee will suffer any detriment as a result of raising genuine concerns about bribery, even if they turn out to be mistaken.

Monitoring

The effectiveness of this policy will be regularly reviewed by the Board. Internal control systems and procedures will be subject to audit under the internal audit process.

W Cannon

Will Cannon
Managing Director