



CODE OF CONDUCT

Anti-Bribery

2 POLICY

It is the Company's policy to comply with all applicable laws of the United Kingdom, including the Bribery Act 2010, and the countries in which it does business. Accordingly, no one acting for or on behalf of the Company is authorised to make, offer, receive, promote, approve or otherwise encourage any payment or gift that would violate the Bribery Act 2010 in the UK or any similar applicable legislation in any other country. It is the individual responsibility of all Company personnel and business associates to comply with this policy and the guidelines contained in this document. Any breach of this policy could be treated as Gross Misconduct and be subject to the processes outlined in the Company Handbook or result in the termination of a business relationship with a third party.