



Anti-Bribery and Corruption Policy (PY033) – Iss 2

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. This policy is sent to our representatives worldwide.

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 is therefore subject to the disciplinary processes outlined in your contract of employment appendices (appendix 1) or could result in the termination of a business relationship with a third party.