

## ***Anti-Bribery and Corruption Policy***

We at *rizues* take a zero-tolerance approach to bribery and corruption, and we are committed to conducting our business in an honest and ethical manner. We have adopted this policy to communicate this message and to assist those working for us to uphold it.

This policy applies to all individuals working at all levels and grades, including senior managers, officers, directors, employees (whether permanent, fixed term or temporary), consultants, contractors, seconded staff, home workers, casual workers and agency staff, agents, channel partners or any other person associated with us, or any of our subsidiaries or their employees, wherever located (collectively referred to as "workers" in this policy).

### **Our principles**

- 1.1 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, third party relationships and wherever we operate.
- 1.2 It is our best practice objective that those we do business with take a similar zero-tolerance approach to bribery and corruption.
- 1.3 We are bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad. We must also comply with laws relevant to countering bribery and corruption in the jurisdictions in which we operate.
- 1.4 Bribery and corruption are criminal offences and are punishable for individuals by up to ten years' imprisonment and an unlimited fine, and if the Company is found to have taken part in corruption, we could face an unlimited fine, be excluded from tendering for public contracts and face damage to our reputation. We therefore take our legal responsibilities very seriously and expect all workers to do the same.
- 1.5 In this policy "third party" means any individual or organisation you meet during your work for us, and includes actual and potential customers, suppliers, distributors, business contacts, agents, advisers, government and public bodies, including their advisors, representatives and officials, politicians and political parties.
- 1.6 This policy should be read in conjunction with the relevant Employee Handbook or local employee policies. You must read this policy carefully and if you have any questions on it, please revert to your line manager or the Compliance Manager.



Director  
The Rizues Limited