



Anti-Bribery Policy

Introduction

AGZ Group values its companies' reputations for ethical behaviour and for financial probity and reliability. It recognises that over and above the commission of any crime, any involvement in bribery will also reflect adversely on its image and reputation. Its aim therefore is to limit its exposure to bribery by:

- Setting out a clear anti-bribery policy.
- Establishing and implementing anti-bribery procedures as appropriate.
- Communicating this policy and any relevant procedures to employees and to others who will perform services for our Companies.
- Undertaking appropriate due diligence measures before engaging others to represent our Companies in its business dealings.
- Monitoring and reviewing the risks and the effectiveness of any anti-bribery procedures that are in place.

Policy

Our Companies prohibit the offering, giving, solicitation or acceptance of any bribe (whether cash or other inducement) to or from any person or company (wherever they are situated and whether they are a public official or body or private person or company), by any individual employee, agent or other person or body acting on behalf of our Companies, in order to gain any commercial, contractual or regulatory advantage for our Companies in a way that is unethical, or in order to gain any personal advantage (pecuniary or otherwise) for the individual or anyone connected with the individual.

This policy prohibits any inducement that results in a personal gain or advantage to the recipient, or any person or body associated with them and which is intended to influence them to take action that may not be solely in the interests of our Companies or of the person or body employing them or whom they represent.

This policy is not meant to prohibit normal and appropriate hospitality or the giving of a gift on a festival or at another special time, providing they are customary in a particular market, are proportionate and are properly recorded.

Inevitably, decisions as to what is acceptable may not always be easy. If you are in any doubt as to whether a potential act constitutes bribery, the matter should be referred to a member of Management before proceeding.

Employees' responsibility

The prevention, detection and reporting of bribery is the responsibility of all employees and our Companies are committed to encouraging employees to be vigilant and to report any suspicion of bribery.

This document was last reviewed on Date: 07.07.2021

Next Review Date: 05.01.2022

A signed copy of this statement is available on request.