

# Anti Bribery Policy Statement

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Algeos recognises bribery as a criminal offence and prohibits any form of bribery. We expect all employees, suppliers and third parties acting on our behalf, to act in compliance with all ethical standards and anti-bribery laws applicable.

Integrity and transparency are of utmost importance to us and we have a zero tolerance attitude towards corrupt activities of any kind, whether committed by employees or by third parties acting for or on behalf of the Company.

It is prohibited, directly or indirectly, for any employee or person working on our behalf to offer, give, request or accept any bribe i.e. gift, loan, payment, reward or advantage, either in cash or any other form of inducement, to or from any person or Company in order to gain commercial, contractual or regulatory advantage for the Company, or in order to gain any personal advantage for an individual or anyone connected with the individual in a way that is unethical.

On occasions, the giving and receiving of gifts and hospitality as a reflection of friendship or appreciation where nothing is expected in return may occur, this does not constitute bribery where it is proportionate and recorded properly. No gifts are accepted nor offered by an employees or anyone working on our behalf to any party in connection with our business without receiving prior written approval from a Director.

**Max Sheridan**  
**Managing Director**

**4<sup>th</sup> January 2023**