

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

### **Policy Statement**

Ritchie Precision has a zero-tolerance policy towards the giving and receipt of bribes, and of bribery and corruption in any form. Ritchie aspires to operate to best practice standards, and complies with all relevant UK laws and those of the countries that it supplies to. This policy underpins Ritchie's anti-bribery programme, which is regularly revised to capture changes in corruption risk, law and best practice. All directors, employees, consultants and sub-contractors are required to comply with this policy.

### **Objective of this policy**

This policy provides a coherent and consistent framework to enable the company's employees to understand and implement compliance with the law against bribery and corruption.

We require that all personnel, including those permanently employed, temporary agency staff and contractors:

- act honestly and with integrity at all times and to safeguard the company's resources for which they are responsible
- comply with the spirit, as well as the letter, of the laws and regulations of all jurisdictions in which the company supplies, in respect of the lawful and responsible conduct of activities

### **Scope of this policy**

This policy applies to all of the company's activities. For partners, joint ventures and suppliers, we will seek to promote the adoption of policies consistent with the principles set out in this policy.

Within the organisation, the responsibility to control the risk of bribery occurring resides at all levels of the organisation. This policy covers all directors, employees, consultants and sub-contractors.

This organisation commits to:

- Setting out a clear anti-bribery policy and keeping it up to date.
- Making all employees aware of their responsibilities to adhere strictly to this policy at all times.
- Include appropriate clauses in contracts to prevent bribery.