



## ANTI BRIBERY POLICY STATEMENT

Bemco are committed to applying the highest standards of ethical conduct and integrity in its business. We take a zero tolerance approach to any form of bribery and corruption by any of its employees, suppliers or customers.

Every member of staff is responsible for maintaining the company's reputation and for conducting all business in an honest and professional manner. Employees are strictly prohibited from accepting a bribe whether it be financial or any other reward. Any breach of this policy by an employee will be treated as grounds for disciplinary action.

For the Company's rules and procedures in relation to the receipt of business gifts from third parties and corporate hospitality offered to or received from third parties, The giving of business gifts to clients, customers, contractors and suppliers is not prohibited provided the following requirements are met:

- the gift is not made with the intention of influencing a third party to obtain or retain business or a business advantage, or to reward the provision or retention of business or a business advantage
- it complies with local laws
- it is given in the Company's name, not in the giver's personal name
- it is of an appropriate and reasonable type and value and given at an appropriate time
- it is given openly, not secretly
- it is approved in advance by a director of the Company.

The policy will be annually reviewed, to consider the policy's effectiveness within the business and changes will be made where necessary.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

18.11.2025.