



ANTI CORRUPTION & ANTI BRIBERY POLICY STATEMENT

Our corporate conduct is based on our commitment to acting professionally; fairly and with integrity and does not tolerate any form of bribery or corruption.

This policy applies to RCU Solutions employees (staff, contract and temporary) and extends to all our business dealings and transactions.

We will encourage the adoption of this policy amongst our business partners including contractors, suppliers and customers.

RCU Solutions commits to operate responsibly and to engage with our stakeholders to manage the social, environmental and ethical impacts of both our activities and theirs.

RCU Solutions does not engage in bribery or any form of unethical inducement or payment including facilitation payments and 'kickbacks.' All employees are required to avoid any activities that might lead to, or suggest, a conflict of interest with the business of the Company. Employees have strict guidelines regarding hospitality and gifts accepted or offered, which are subject to managerial review. RCU Solutions does not make direct or indirect contributions to political parties.

Employees are encouraged to raise concerns about any instance of malpractice at the earliest possible stage.

This policy will be reviewed annually as part of the Management Review process, to ensure its suitability and effectiveness.

This policy will also be communicated to all persons working under the control of the company and will be made available to interested parties.

A handwritten signature in black ink, appearing to read 'Glenn Clark'.

**Managing Director
Glenn Clark
November 2019**

A handwritten signature in black ink, appearing to read 'Nick Carroll'.

**Operations Director
Nick Carroll
November 2019**