

## Anti-bribery Statement

Fit Out UK Ltd (Fit Out) is dedicated to ensuring full compliance with all anti-bribery and corruption laws and regulations, including the Bribery Act 2010. Its Anti-Bribery Policy extends to all the Company's business dealings and transactions; in all countries in which it or its subsidiaries and associates operate. An associate includes subcontractors; joint venture partners and agents.

FIT OUT policy is that no employee; associate or agent shall pay bribes or offer improper inducements to anyone for any purpose, nor do we or will we, accept bribes or improper inducements. FIT OUT expects its employees to demonstrate honesty, integrity and fairness in all aspects of their business dealings and exercise appropriate standards of professionalism and ethical conduct in all their activities.

To use a third party as a conduit to channel bribes to others is a criminal offence. We do not and will not, engage indirectly in or otherwise encourage bribery.

FIT OUT takes bribery and corruption very seriously, will not tolerate bribery or corruption in any form and has a 'zero tolerance' approach to any breach of this policy. All directors and employees of FIT OUT are required to comply with the policy.

FIT OUT encourages its employees to report any suspicious activity that may violate this policy.

### Bribery

The offering, promising, giving, accepting, or soliciting of an advantage as an inducement for an action which is illegal or a breach of trust.

It is unacceptable to:

- Give, promise to give, or offer a payment, gift or hospitality with the expectation or hope that a business advantage will be received, or to reward a business advantage already given;
- Give, promise to give, or offer a payment, gift or hospitality to a government official, agent or representative to "facilitate" or expedite a routine procedure;
- Accept payment from a third party that you know or suspect is offered with the expectation that it will obtain a business advantage for them;
- Accept a gift or hospitality from a third party if you know or suspect that it is offered or provided with an expectation that a business advantage will be provided by us in return;
- Retaliate against or threaten a person who has refused to commit a bribery offence or who has raised concerns under this policy;
- Engage in activity in breach of this policy.

Signed on behalf of Fit Out UK Ltd

Steve McWeeney - Managing Director 10th April 2022

Answer