


envirosense®

Anti-Corruption and Bribery Statement

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Anti-Corruption and Bribery Statement

At EnviroSense, we are committed to conducting our business with integrity, transparency, and accountability. We strictly prohibit any form of bribery and corruption, as we believe that ethical business practices are fundamental to maintaining the trust and confidence of our clients and stakeholders. This Statement and EnviroSense's activities are audited annually to determine risk and ensure compliance.

Our Commitments

- **Zero Tolerance Policy**

We have a zero-tolerance approach to bribery and corruption. Any form of direct or indirect bribery is strictly prohibited in all areas of our operations. This includes motivational payments or gifts of any value or similar inducements such as events, entertainment, or tickets to join EnviroSense on activities such as 'corporate days' where the value to the recipient is greater than £75.

- **Compliance with Laws**

We comply with all applicable anti-bribery and anti-corruption laws and regulations, including the UK Bribery Act 2010, and assess the laws in the countries where we operate to determine whether any activity above the service we are engaged in, such as entertainment with a value capped at £75, may be considered inducement, motivational, or bribery.

- **Prohibited Practices**

We prohibit the offering, giving, receiving, or soliciting of any item of value to influence an individual or organisation's actions in discharge duties. This includes, but is not limited to, cash payments, gifts, hospitality, travel expenses, charitable donations, and other benefits.

- **Business Relationships**

We expect our business partners, including suppliers, contractors, agents, and joint venture partners, to uphold the same high standards of integrity and to comply with our anti-bribery policy. We conduct due diligence to ensure that our partners do not engage in corrupt practices.

- **Employee Conduct**

All employees are required to adhere to our anti-corruption and bribery policy and to conduct business ethically and honestly. Employees must avoid any activity that might lead to, or suggest, a conflict of interest with the company's best interests.

- **Training and Awareness**

We provide annual training to our employees to ensure they understand our anti-bribery policy, recognise bribery and corruption risks, and know how to respond if they encounter such issues.

- **Reporting and Whistleblowing**

We encourage employees and third parties to report any concerns or suspicions of bribery or corruption through our confidential whistleblowing channels. We ensure that all reports are

taken seriously and investigated promptly and that whistleblowers are protected from retaliation.

- **Monitoring and Enforcement**

We monitor the work and services we provide and our interactions with clients, contractors, and partners. Violations of our anti-corruption and bribery policy will result in disciplinary action, including termination of employment or contracts, and may result in legal action.

Implementation and Accountability

Our team is responsible for ensuring the implementation and enforcement of this anti-corruption and bribery policy. We are committed to leading by example and fostering a culture of integrity and ethical behaviour throughout the organisation. This policy is reviewed annually.