

**ANTI-BRIBERY &
CORRUPTION
STATEMENT**

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1. Davies Group, Anti-Bribery & Corruption Statement

The Davies Group conducts business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships, wherever we operate, implementing and enforcing effective systems to counter bribery.

2. Purpose

Davies Group will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we conduct business including, but not exclusively, the Bribery Act 2010, which applies to conduct both in the UK and abroad, The Criminal Justice (Corruption Offences) Act 2018 in Ireland, and 18 USC Section 201, and the Foreign Corrupt Practices Act of 1977 (FCPA) in the United States.

3. Scope and Applicability

This Statement applies to all individuals working for or on behalf of Davies Group at all levels and grades, including all subsidiaries and their employees, contractors and sub-contractors.

It also applies to all Third Parties, individuals or organisations that employees come into contact with during the course of Davies Group's business, and includes actual and potential clients, intermediaries, referrers of work, suppliers, distributors, business contacts, agents, and advisers, government and public bodies (including their advisers, representatives and officials), politicians and political parties.

4. What is Bribery and Corruption?

A bribe is an inducement or reward offered, promised, or provided in order to improperly gain any commercial, contractual, regulatory or personal advantage, which may constitute an offence under the Act, namely:

- giving or offering a bribe;
- receiving or requesting a bribe; or
- Bribing a foreign public official.

Davies Group may also be liable if it fails to prevent bribery by an associated person (including, but not limited to Employees) for Davies Group's benefit.

Corruption is the abuse of public or private office for personal gain.

5. Gifts and hospitality

Davies Group understands that Gifts and Hospitality exist and have specific internal policies which provide protection and guidance to Employees as to what is to be regarded as normal and appropriate gifts and hospitality.

We keep appropriate financial records and have internal controls in place which evidence the business reason for gifts, hospitality and payments given and received.

6. Charitable Donations and Sponsorship

Davies Group only makes charitable donations and provides sponsorship that are legal and ethical under local laws and practices and which are in accordance with Davies Group's internal policies and procedures.

7. Political Donations

Davies Group does not make any contributions to political parties.

8. Facilitation Payments

Davies Group does not allow its employees to make, or accept, facilitation payments of any kind. Facilitation payments are typically small, unofficial payments made to secure or expedite a routine government action by a government official and are illegal under UK law.

9. Supplier Management

Davies Group undertakes due diligence checks on all Third Party suppliers, contractors and sub-contractors to ensure that they have an effective Anti-Bribery & Corruption Policy in place, along with appropriate internal controls.

10. Training and communication

Davies Group applies a zero-tolerance approach to bribery and corruption and we ensure all our Employees receive annual training around this topic. Training is also provided for all new Employees as part of their on-boarding process.

11. Monitoring and review

As part of the oversight framework within the Davies Group, we undertake regular review of the policy, controls and their effectiveness. Any improvements identified are implemented as soon as possible.

Regular reporting is also provided to our Board members.

12. Responsibilities and raising concerns

The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for us or under our control.

Employees are required to notify Davies Group as soon as possible if they are offered a bribe, are asked to make one, suspect that this may happen in the future, or believe that they are a victim of another form of unlawful activity.

Any employee who breaches the policy may face disciplinary action. We also reserve our right to terminate our contractual relationship with any Third Party who may be in breach of our policy.

If any Third Party is aware of any activity by any Employee which might lead to, or suggest, a breach of this policy, they should raise their concerns with Davies Group's Compliance department at Davies.compliance2@davies-group.

13. Whistleblowing

As part of its Whistleblowing policy, Davies Group confirms that no Employee will be punished or subjected to any detriment by reason of having made a disclosure in good faith. Any harassment, victimisation or less favourable treatment of any person on such grounds will be treated as a matter to be investigated under the Conduct & Capability Policy.