



G & A Barnie Group has a zero tolerance of bribery and corruption. We will actively avoid doing business and being involved or associated with others who will not commit to conducting business without bribery and corruption.

This policy extends to all the business dealings and transactions of the Company.

All Company employees are required to comply with this policy together with legislation appertaining to this policy.

If you become aware of or believe in good faith that an act of bribery is about to be or has been committed involving the company, a sub- contractor or a supplier of goods and services to the Company you should immediately report this to your line manager or company director.

If you are unsure about how this policy may apply to a situation in which you find yourself, guidance may be obtained by contacting any company director.

You are prohibited from participating in all forms of bribery whether yourself or through third parties; and soliciting, arranging or accepting bribes intended for your own benefit or for the benefit of your family, friends, associates and acquaintances.

Failure to comply with this policy will constitute a disciplinary offence and may, in the case of directors and employees, result in dismissal or contract termination for others. In addition, if you are convicted for a bribery offence you may face a prison sentence, or a fine, or both.

You will not suffer demotion, penalty or other adverse consequences for refusing to pay a bribe, even if such refusal may result in the Company losing business.

**Signed By: Alex Barnie**

**Dated: 13/12/2025**

**Signed:**

**Review Date: 13/12/2026**

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