

B1.0 Bribery, Corruption and Whistle Blowing Policy Statement

This policy statement is relevant to all staff working at Bathgate Flooring and to anyone carrying on regulated activities at Bathgate Flooring Ltd appointed representatives, and any other third party associated with Bathgate Flooring.

Bathgate Flooring has a zero tolerance policy towards bribery and corruption.

Bathgate employees, any employee of Bathgate's appointed representatives and anyone else working in association with Bathgate Flooring must not engage in any activity that would constitute an act of bribery (defined below), either by making or receiving a bribe, in the course of their business or day to day activities.

Bathgate Flooring employees, any employee of Bathgate Flooring appointed representatives or anyone else working in association with Bathgate Flooring must not engage in any activity that would result in the corruption of another individual (defined below) in the course of their business or day to day activities.

Anyone found to have breached the terms of this policy statement is subject to Bathgate Floorings disciplinary process and this may lead to their dismissal, or termination of any third party agreement.

All persons covered by this policy must report any suspicions of bribery by a colleague to the Director & General Manager. Any person that makes a report is protected from any potential reprisal (such as dismissal) under the terms of the Public Interest Disclosure Act 1998.

Definition of bribery:

In the 2010 Act, bribery is defined as "Offering, promising or giving a financial or other advantage intending to induce a person to perform improperly".

Definition of corruption:

Corruption is defined as "the abuse of entrusted power for private gain".

Signed.......... Date...21st.September.2020.....

Position: Managing Director