

Anti-Bribery Policy

Under the UK Bribery Act 2010, Astrum is required to put procedures in place to prevent bribery by any individual or organisation that performs services for or on behalf of the company. Consequently, this policy applies to every employee, contractor, director and officer throughout the organisation.

Astrum does not tolerate any form of bribery or corruption. Staff must not offer, pay, make, seek or accept a personal payment, gift or favour in return for favourable treatment or to gain any business advantage. Staff must follow the anti-bribery and corruption laws to which they and Astrum are subject.

Employees are liable to disciplinary action, dismissal, legal proceedings and possibly imprisonment if they are involved in bribery and corruption. All staff must ensure people who work for and with them understand bribery and corruption is unacceptable, and must comply with our procedures for the prevention of bribery and corruption.

Signed

A handwritten signature in black ink, appearing to be 'Singh', written in a cursive style.

4th January 2023