

## ANTI-BRIBERY AND CORRUPTION POLICY STATEMENT

It is WEC GROUP's policy to conduct all of its business in an honest and ethical manner.

WEC GROUP considers a zero-tolerance approach to bribery and corruption and is committed to act professionally, fairly and with integrity in all of its business dealings and relationships wherever it operates and to implement and enforce effective systems to counter bribery and corruption.

WEC GROUP's anti-bribery policy has been built in accordance with the level of risk the business faces, including:

- Its approach to reduce and control the risks of bribery
- Defining rules about accepting gifts, hospitality or donations
- Giving guidance on how to conduct the business, eg negotiating contracts
- Defining rules on avoiding or stopping conflicts of interest

The prevention, detection and reporting of bribery and other forms of corruption are in the responsibility of all working for WEC GROUP or under WEC GROUP's control. All workers are required to avoid any activity that might lead to, or suggest a breach of this policy.

All employees are informed and aware of WEC GROUP's policies and are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage.

WEC GROUP will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

WEC GROUP has adopted and enforces an Anti-Bribery and Corruption Code of Conduct which applies to all its workers.

All guidelines can be found in the Company Handbook.

All WEC GROUP policy statements – including the actual, which define the GROUP business and position to all statutory and regulatory requirements are reviewed on a regular basis.

MANAGING DIRECTOR,

STEVE HARTLEY



Date,

17/03/2021

Quality

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