

Anti-bribery Policy

INTRODUCTION

Gi Group UK is committed to the highest standards of ethical conduct and integrity in its business activities in the UK and overseas. This policy outlines Gi Group UK's position on preventing and prohibiting bribery, in accordance with the Bribery Act 2010. Gi Group UK will not tolerate any form of bribery by, or of, its employees, agents or consultants or any person or body acting on its behalf. Senior management is committed to implementing effective measures to prevent, monitor and eliminate bribery.

SCOPE OF THE POLICY

This policy applies to all employees and officers of Gi Group UK, and to temporary workers, consultants, contractors, agents and subsidiaries acting for, or on behalf of, Gi Group UK ("associated persons") within the UK and overseas. Every employee and associated person acting for, or on behalf of, Gi Group UK is responsible for maintaining the highest standards of business conduct. Any breach of this policy is likely to constitute a serious disciplinary, contractual and criminal matter for the individual concerned and may cause serious damage to the reputation and standing of Gi Group UK.

Gi Group UK may also face criminal liability for unlawful actions taken by its employees or associated persons under the Bribery Act 2010. All employees and associated persons are required to familiarise themselves and comply with this policy, including any future updates that may be issued from time to time by Gi Group UK.

The Bribery Act 2010 has been in force since 1 July 2011. This policy covers:

- the main areas of liability under the Bribery Act 2010;
- the responsibilities of employees and associated persons acting for, or on behalf of, Gi Group UK; and
- the consequences of any breaches of this policy.

BRIBERY ACT 2010

Gi Group UK is committed to complying with the Bribery Act 2010 in its business activities in the UK and overseas.

Under the Bribery Act 2010, a bribe is a financial or other type of advantage that is offered or requested with the:

- intention of inducing or rewarding improper performance of a function or activity; or
- knowledge or belief that accepting such a reward would constitute the improper performance of such a function or activity.

A relevant function or activity includes public, state or business activities or any activity performed in the course of a person's employment, or on behalf of another company or individual, where the person performing that activity is expected to perform it in good faith, impartially, or in accordance with a position of trust.

A criminal offence will be committed under the Bribery Act 2010 if:

- an employee or associated person acting for, or on behalf of, Gi Group UK offers, promises, gives, requests, receives or agrees to receive bribes; or
- an employee or associated person acting for, or on behalf of, Gi Group UK offers, promises or gives a bribe to a foreign public official with the intention of influencing that official in the performance of his/her duties (where local law does not permit or require such influence); and
- Gi Group UK does not have the defence that it has adequate procedures in place to prevent bribery by its employees or associated persons.

All employees and associated persons are required to comply with this policy, in accordance with the Bribery Act 2010.

WHAT IS PROHIBITED

Gi Group UK Prohibits employees or associated persons from offering, promising, giving, soliciting or accepting any bribe. The bribe might be cash, a gift or other inducement to, or from, any person or company, whether a public or government official, official of a state-controlled industry, political party or a private person or company, regardless of whether the employee or associated person is situated in the UK or overseas. The bribe might be made to ensure that a person or company improperly performs duties or functions (for example, by not acting impartially or in good faith or in accordance with their position of trust) to gain any commercial, contractual or regulatory advantage for Gi Group UK in either obtaining or maintaining Company business, or to gain any personal advantage, financial or otherwise, for the individual or anyone connected with the individual.

This prohibition also applies to indirect contributions, payments or gifts made in any manner as an inducement or reward for improper performance, for example through consultants, contractors or sub-contractors, agents or sub-agents, sponsors or sub-sponsors, joint-venture partners, advisors, customers, suppliers or other third parties.

RECORDS

Employees and, where applicable, associated persons, are required to take particular care to ensure that all company records are accurately maintained in relation to any contracts or business activities, including financial invoices and all payment transactions with clients, suppliers and public officials.

Due diligence should be undertaken by employees and associated persons prior to entering into any contract, arrangement or relationship with a potential supplier of services, agent, consultant or representative in accordance with Gi Group UK's procurement and risk management procedures.

Employees and associated persons are required to keep accurate, detailed and up-to-date records of all corporate hospitality, entertainment or gifts accepted or offered.

- requests for unusual payment arrangements, for example via a third party;
- requests for reimbursements of unsubstantiated or unusual expenses; or
- a lack of standard invoices and proper financial practices.

If an employee or associated person is in any doubt as to whether or not a potential act constitutes bribery, the matter should be referred to the compliance officer.

WORKING OVERSEAS

Principle

Employees and associated persons conducting business on behalf of Gi Group UK outside the UK may be at greater risk of being exposed to bribery or unethical business conduct than UK-based employees. Employees and associated persons owe a duty to Gi Group UK to be extra vigilant when conducting international business.

Procedure

Employees and associated persons are required to cooperate with Gi Group UK's risk management procedures and to report suspicions of bribery to the compliance officer. While any suspicious circumstances should be reported, employees and associated persons are required particularly to report:

close family, personal or business ties that a prospective agent, representative or joint-venture partner may have with government or corporate officials, directors or employees;

- a history of corruption in the country in which the business is being undertaken;
- requests for cash payments;

FACILITATION PAYMENTS

Principle

Gi Group UK prohibits its employees or associated persons from making or accepting any facilitation payments. These are payments made to government officials for carrying out or speeding up routine procedures. They are more common overseas. Facilitation payments are distinct from an official, publicly available fast-track process.

Facilitation payments, or offers of such payments, will constitute a criminal offence by both the individual concerned and Gi Group UK under the Bribery Act 2010, even where such payments are made or requested overseas. Employees and associated persons are required to act with greater vigilance when dealing with government procedures overseas.

Procedure

Where a public official has requested a payment, employees or associated persons should ask for further details of the purpose and nature of the payment in writing. If the public official refuses to give these, this should be reported immediately to the compliance officer.

If the public official provides written details, the compliance officer will consider the nature of the payment. Local legal advice may be sought by Gi Group UK.

If it is concluded that the payment is a legitimate fee, for example part of a genuine fast-track process, or is permitted locally, Gi Group UK will authorise the employee to make the payment.

Where the compliance officer considers that the request is for a facilitation payment, the employee or associated person will be instructed to refuse to make the payment and notify the public official that the employee or associated person is required to report the matter to Gi Group UK and the UK embassy.

Gi Group UK will seek the assistance of the relevant employee in its investigation and may determine that the matter should be referred to the prosecution authorities.

If an employee or associated person has any other concerns about the nature of a request for payment, he/she should report it to the compliance officer using the reporting procedure set out in this policy and in accordance with Gi Group UK's Whistleblowing Policy.

CORPORATE ENTERTAINMENT, GIFTS, HOSPITALITY AND PROMOTIONAL EXPENDITURE

Principle

Gi Group UK permits corporate entertainment, gifts, hospitality and promotional expenditure that is undertaken:

- for the purpose of establishing or maintaining good business relationships;
- to improve the image and reputation of Gi Group UK; or
- to present Gi Group UK's services effectively;

provided that it is:

- arranged in good faith, and
- not offered, promised or accepted to secure an advantage for Gi Group UK or any of its employees or associated persons or to influence the impartiality of the recipient.

Gi Group UK will authorise only reasonable, appropriate and proportionate entertainment and promotional expenditure.

This principle applies to employees and associated persons, whether based in the UK or overseas. However, those with remits overseas will be given further training on the specific procedures that they are required to follow.

Procedure

Employees and, where relevant, associated persons should submit requests for proposed hospitality and promotional expenditure well in advance of proposed dates to the line manager.

Employees are required to set out in writing:

- the objective of the proposed client entertainment or expenditure;
- the identity of those who will be attending;
- the organisation that they represent; and
- details and rationale of the proposed activity.

Gi Group UK will approve business entertainment proposals only if they demonstrate a clear business objective and are appropriate for the nature of the business relationship. Gi Group UK will not approve business entertainment where it considers that a conflict of interest may arise or where it could be perceived that undue influence or a particular business benefit was being sought (for example, prior to a tendering exercise).

Any gifts, rewards or entertainment received or offered from clients, public officials, suppliers or other business contacts should be reported immediately to the line manager. In certain circumstances, it may not be appropriate to retain such gifts or be provided with the entertainment and employees and associated persons may be asked to return the gifts to the sender or refuse the entertainment, for example, where there could be a real or perceived conflict of interest. As a general rule, small tokens of appreciation, such as flowers or a bottle of wine, may be retained by employees.

If an employee or associated person wishes to provide gifts to suppliers, clients or other business contacts, prior written approval from the line manager is required, together with details of the intended recipients, reasons for the gift and business objective. These will be authorised only in limited circumstances and will be subject to a cap of £50 per recipient.

Employees and, where applicable, associated persons must supply records and receipts, in accordance with Gi Group UK's Expenses Policy.

Charitable and political donations

Gi Group UK considers that charitable giving can form part of its wider commitment and responsibility to the community. Gi Group UK

supports a number of charities that are selected in accordance with objective criteria, following a risk assessment. Gi Group UK may also support fundraising events involving employees.

What practices are permitted?

This policy does not prohibit:

- normal and appropriate hospitality and entertainment with clients (please see Gi Group UK's Expenses Policy); and
- the use of any recognised fast-track process that is publicly available on payment of a fee.

Any such practices must be proportionate, reasonable and made in good faith. Clear records must be kept.

RISK MANAGEMENT

Principle

Gi Group UK has established detailed risk management procedures to prevent, detect and prohibit bribery. Gi Group UK will conduct risk assessments for each of its key business activities on a regular basis and, where relevant, will identify employees or officers of Gi Group UK who are in positions where they may be exposed to bribery.

Procedure

Gi Group UK will identify high-risk areas, for example projects undertaken in high-risk countries, tenders for work and those working on high-value projects. Employees and associated persons are required to complete a bribery risk assessment form with the compliance officer when commencing a new project.

Gi Group UK will:

- regularly monitor "at risk" employees and associated persons;
- regularly communicate with "at risk" employees and associated persons;
- undertake extensive due diligence of third parties and associated persons; and
- communicate its zero-tolerance approach to bribery to third parties, including actual and prospective customers, suppliers and joint-venture partners.

REPORTING SUSPECTED BRIBERY

Principle

Gi Group UK depends on its employees and associated persons to ensure that the highest standards of ethical conduct are maintained in all its business dealings. Employees and associated persons are requested to assist Gi Group UK and to remain vigilant in preventing, detecting and reporting bribery.

Employees and associated persons are encouraged to report any concerns that they may have to the compliance officer as soon as possible. Issues that should be reported include:

- any suspected or actual attempts at bribery;
- concerns that other employees or associated persons may be being bribed; or
- concerns that other employees or associated persons may be bribing third parties, such as clients or government officials.

Procedure

A form is available on the staff intranet to allow employees to record any incidents of suspected bribery. Any such reports will be thoroughly and promptly investigated by the compliance officer in the strictest confidence. Employees and associated persons will be required to assist in any investigation into possible or suspected bribery.

Employees will also be required to comply with Gi Group UK's Whistleblowing Policy.

Employees or associated persons who report instances of bribery in good faith will be supported by Gi Group UK. Gi Group UK will ensure that the individual is not subjected to detrimental treatment as a consequence of his/her report. Any instances of detrimental treatment by a fellow employee because an employee has made a report will be treated as a disciplinary offence. An instruction to cover up wrongdoing is itself a disciplinary offence. If told not to raise or pursue any concern, even by a person in authority such as a manager, employees and associated persons should not agree to remain silent. They should report the matter to the compliance officer.

ACTION BY GI GROUP UK

Gi Group UK will fully investigate any instances of alleged or suspected bribery. Employees suspected of bribery may be suspended from their duties while the investigation is being carried out. Gi Group UK will invoke its disciplinary procedures where any employee is suspected of bribery, and proven allegations may result in a finding of gross misconduct and immediate dismissal. Gi Group UK may terminate the contracts of any associated persons, including consultants or other workers

who act for, or on behalf of, Gi Group UK who are found to have breached this policy.

Gi Group UK may also report any matter to the relevant authorities, including the Director of Public Prosecutions, Serious Fraud Office, Revenue and Customs Prosecutions Office and the police. Gi Group UK will provide all necessary assistance to the relevant authorities in any subsequent prosecution.

Disclaimer: This policy is meant to provide general guidelines and should be used as a reference. It may not take into account all laws and is therefore not a legal document. The Company will not assume any legal liability that may arise from the use of this policy.

Signed: Paulo Canoa – Regional Head and Country
Manager UK & Ireland
Date: March 2023

