

Anti Bribery Policy

Document Description

This policy applies to all employees of the Loxam Powered Access Division (“PAD”) and to temporary workers, consultants, contractors, agents and subsidiaries acting for, or on behalf of, the organisation ("associated persons") within the UK and overseas.

Every employee and associated person acting for, or on behalf of, the organisation 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 the organisation.



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Introduction

Please note that this Policy is contractual and forms part of your overall contract of employment.

Bribery is a criminal offence in most countries in which Nationwide Platforms, Loxam and its subsidiaries (the organisation) operate, and penalties can be severe.

Of particular note, the UK Bribery Act 2010 (the "Act"), introduced an offence where a company is liable for failing to implement adequate procedures to prevent bribery by "associated persons" of the company.

This is irrespective of where the act of bribery takes place. "Associated persons" include officers, employees, business partners and agents. Companies face unlimited fines and people found to have connived or consented to bribery could be jailed for up to 10 years.

In addition, the US Foreign Corrupt Practices Act 1977 similarly prohibits and penalises corrupt activity and is enforced strictly by the US authorities.

Convicted companies and individuals have to repay any gains made as a result of corruption. Commercial reputation is severely damaged.

It is, therefore, vitally important that all of the organisation's associated persons comply with all applicable anti-corruption legislation. The following policy has been adopted by the organisation to ensure that its associated persons understand and remain compliant with this legislation.

Policy Statement

As a multi-national organisation, the PAD aims to ensure compliance with all anti-bribery laws and regulations in the jurisdictions in which it operates.

No company officer, employee, business partner or agent may offer payments (or anything else of value) to other parties to make those parties act in a manner that will assist the organisation in obtaining or retaining business or securing any improper business advantage. Similarly, no company officer, employee, business partner or agent may request, agree to receive or accept payments (or anything else of value) except in accordance with this policy.

The PAD applies a "zero tolerance" approach to corruption by any officers, employees or business partners working on its behalf. Any officer or employee found to have violated this policy and procedures will be subject to disciplinary action, which may include termination.

The PAD requires its officers and employees, and its agents and business partners, to report any suspicious activity that may violate this policy. You can raise concerns directly with your line manager; or the Director of Corporate Finance; or the Head of Internal Audit. You can also report any issues or suspicious activity using the whistleblower Loxam Speak Up platform or dedicated phone line. An officer or employee's failure to report known or suspected violations may also lead to disciplinary action.

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Policy Guidance

For the avoidance of doubt, the PAD has set out the following specific guidance.

Gifts, Entertainment and Hospitality

Hospitality and gifts can amount to bribery if they are of a nature, or a scale, which shows that they were given with the intention of inducing improper conduct from the recipient with regard to their business, trade or profession, namely: with the intention of persuading the other party improperly to award business to or receive business from the organisation. Gifts and hospitality are not criminal if provided simply to improve a relationship and/or network.

The Act recognises that bona fide hospitality, promotion or expenditure seeking to improve a company's image, present products or establish cordial relations is a legitimate and an important part of doing business. The Act does not intend to criminalise such behaviour.

However, gifts and entertainment may still be used improperly. In order to provide clear guidance to employees the organisation has adopted the following non-exhaustive framework for the treatment of corporate gifts and entertainment, whether given to other parties or received by employees. But each case must be considered on an individual basis. Additional guidance is given in appendix 1.

Key Considerations

Deciding whether a gift, or offer of hospitality/entertainment, is reasonable and proportionate will largely depend on the circumstances in each case.

It is the PAD's policy to require every employee to exercise prudence at all times and be prepared to explain why certain gifts or hospitality were accepted. If there is any doubt about the propriety of accepting a gift or hospitality it should be refused. Please refer to the guidance in Appendix 1 for what are considered reasonable limits, and the approvals required in each situation.

Note especially:

- Offering or accepting a gift in the form of cash, or cash equivalent vouchers, is strictly prohibited.
- An employee receiving a gift or hospitality of more than nominal value must notify their line manager for approval.
- All gifts and hospitality involving travel and/or overnight accommodation requires prior approval from line managers.
- Gifts or hospitality which could influence or appear to influence decisions officers or employees make on behalf of the organisation must be refused.
- The acceptance and/or offer of small gifts such as flowers, and/or casual entertainment such as business lunches/dinners, is acceptable within reasonable bounds, as long as it is a normal and appropriate expression of business courtesy.
- Employees also must ensure that offering or accepting a gift or hospitality does not create or appear to create a conflict of interest for those involved.

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Conflicts of Interest

A conflict of interest arises when the personal interests of an employee are likely to interfere in a decision to be made and call into question their impartiality, independence or neutrality, both in handling transactions entrusted to them and in their relationships with colleagues or employees.

Employees must ensure that they do not directly or indirectly exercise any activity or make comments that would place them in a conflict of interest with the company.

Gifts and Hospitality Register

The PAD values transparency extremely highly. Each business within the PAD is required to maintain and monitor its gifts, entertainment and hospitality register. Any form of gift which exceeds a nominal value, and entertainment or corporate events of any value, must be appropriately recorded in the register.

In the event that an impermissible form of gift, entertainment or hospitality has been given or accepted, the employee in question must report the fact to their line manager and appropriately record the transaction within the register.

Charity and Sponsorship

The PAD entities may be called upon from time to time for charity or sponsorship.

- Charity is a donation made without expecting anything in return
- Sponsorship is provided in return for a benefit, such as the publicity it generates, and is part of a shared common interest.

These commitments made on behalf of the PAD must comply with the laws and regulations in force and be approved in accordance with the Charity and Sponsorship policy. The policy provides the rules on local sponsorship (for example for sports teams, theatrical groups or community events), corporate sponsorship (for example sponsorship of a sporting event with advertising of the company name and logo) and charitable donations.

Before entering in to any charitable or sponsorship arrangement the policy requires the approver to consider if the reputation of the third party is likely to be called in to question from an ethical point of view, if it constitutes a conflict of interest or provides an undue advantage.

As with Gifts and Hospitality, the PAD values transparency extremely highly. All charity and sponsorship must be recorded on the Charity and Sponsorship register.

Overseas Operations

Written approval of the PAD CFO is required prior to the commencement of trading in new territories overseas, even if the activity is undertaken by an existing overseas company within the PAD or the wider Loxam Group.

In a number of countries, companies may need to retain local individuals or firms as agents, distributors, representatives, consultants or partners (collectively referred to as "**Agents**") to conduct their business. The PAD (and wider Loxam Group) may be held liable for corrupt payments an Agent makes on the organisation's behalf.

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Accordingly, the PAD requires that all overseas Agents comply with anti bribery laws at all times when conducting business on behalf of the organisation. In addition to the normal due diligence process that focuses on the Agent's relevant expertise, experience and qualifications, all organisation officers and employees must take additional steps to secure compliance with anti-bribery laws.

Prior to the establishment of a relationship or appointment of an Agent, the company must apply a risk assessment in order to determine the competence and reputation of the current and prospective Agent, as well as the Agent's contacts with any foreign officials. It is very important to identify any relationship an Agent has with any foreign officials. These relationships include not only family relationships, but business relationships as well.

Any PAD company that retains an Agent abroad must keep a detailed file of the due diligence efforts made in conjunction with appointing the Agent. At a minimum, this file should document the reasons why the Agent was selected, the examination the company conducted to ascertain whether the Agent may have previously violated anti-bribery laws, and the checks made regarding the Agent's integrity in conducting business. Agents that have been approved by a particular company in the organisation must also be reviewed periodically to ensure that the Agent still complies with anti-bribery laws.

The PAD COO or PAD CFO should approve all formal business relationships /appointments of agents in advance.

All contracts between companies belonging to the organisation and Agents should contain appropriate representations and warranties from the Agent concerning past and future compliance with anti-bribery laws, including periodic certification that the Agent remains in compliance with those laws. Every Agent must also be provided with a copy of this policy.

When examining the agency relationship, officers and employees of the organisation should evaluate whether the proposed compensation to be paid in exchange for services rendered or products delivered is reasonable in light of the circumstances.

Facilitation Payments

In many countries it is customary business practice to make payments of small value to government officials in order to speed up or facilitate a routine action or process. Facilitation payments are illegal under the Act, with no distinction made between facilitation payments and bribes, regardless of size or local cultural expectations. It is, therefore, our policy that facilitation payments must not be made.

However, in the event that a facilitation payment is being extorted, or if you are forced to pay under duress or faced with potential safety issues or harm, such a payment may be made, provided that certain steps are followed. If you are ever placed in such a situation, you must contact your Country Manager or the PAD CFO as soon as possible and you must record the payment appropriately within the organisation's company's books and records to reflect the substance of the underlying transaction.

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If you are unsure whether certain payments which resemble the definition of facilitation payments are permissible, please contact your Country Manager, the PAD Director of Corporate Finance & Compliance or the PAD CFO.

Certification and Training

The PAD will routinely refresh and reinforce this policy on all organisation companies. Management of each company is responsible for communicating and monitoring of compliance with this policy. All organisation officers and employees and agents are responsible for the annual completion of the PAD's Anti-Bribery training.

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Appendix I - Gifts and Hospitality Guidance

Offering and receiving business gifts and invitations can be considered an act of courtesy to strengthen business relationships. The nature of these practices varies considerably depending on the country, its customs, the company and the business relationship. However, it is prohibited to offer gifts or invitations in order to obtain an undue advantage from the beneficiary or to exert inappropriate influence on a decision. Similarly, it is not acceptable to receive gifts or hospitality which are offered to you with the intent to influence decisions.

If you're ever in doubt whether any gift or hospitality is compliant with policy then please contact the PAD Ethics Officer (PAD Director of Corporate Finance & Compliance), PAD CFO or Head of Internal Audit for further guidance.

Business Gifts

Only gifts of symbolic value should be accepted by employees. Business gifts, either given or received, with a market value below £65 (approx €75) are permitted. You may give one gift per recipient in a 12 month rolling period without line manager approval. If you wish to exceed this limit you must secure approval in advance from your line manager.

Any gifts given or received in excess of the amount stated above should be approved in writing by your line manager and recorded in the Gifts and Entertainment Register maintained by each business within the PAD.

If a gift is considered to be for more than a symbolic value (for example for an amount in excess of £65) and your line manager considers that it should not be accepted, but it is not possible to return the gift, the PAD COO or PAD CFO should be asked to advise (the preference would be for the gift to be passed to a charity).

Hospitality

Food and Drink

Entertainment in the form of food and drink not exceeding £65 (approx €75) per individual (either given or received) on any one occasion is permitted. Without line manager approval, you are restricted to one event per recipient in a 12 month rolling period. If you wish to exceed this you must obtain approval from your line manager.

Similarly, entertainment exceeding the amount stated above should be approved by your line manager and recorded in the Company's Gifts and Hospitality Register.

Corporate Events

You may provide or receive corporate entertainment (for example, attendance at a sporting or social event). In accordance with the Loxam Anti Corruption Policy, the acceptance of such invitations should be exceptional/not common practice.

You must ensure that every event is approved in advance:

- Value up to £65 (approx €75) approved by your line manager
- Value over £65 approval must be obtained from the PAD COO or PAD CFO.

All corporate entertainment given or received must be recorded in the Gifts and Hospitality Register. (Where partners are included, these limits are to include both partners jointly.)

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