



ANTI-BRIBERY STATEMENT

Milexia UK is committed to conducting our business in an ethical and socially responsible, honest manner. It is committed to ensuring that bribery is prevented. Milexia UK has a zero-tolerance policy for bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business relationships. We expect our employees, business partners, customers and suppliers to always conduct business in a fair, honest and ethical manner.

The Company is bound by the laws of the UK and the Bribery Act 2010 both in the UK and abroad. We recognise that bribery and corruption are punishable by both a fine and imprisonment. In addition, if we were discovered to have been involved in any form of unsuitable behaviour, we would face serious damage to our reputation and business. As a result, we commit to preventing bribery and corruption within Milexia and take our legal responsibilities seriously.

Our Anti-Bribery Policy and this statement applies to all employees (permanent, temporary or fixed term), consultants, contractors, agents or any other person(s) associated with us (including third parties) or any of our subsidiaries or their employees.

Third parties, in the context of this statement, refers to any individual or organisation our Company meets and works with. It includes actual and potential customers, suppliers, distributors, business contacts, representatives and public parties.

Any arrangements made with a third party are subject to clear contractual terms, including provisions that require the third party to comply with minimum standards and procedures relating to anti-bribery and corruption.

Milexia UK prohibits the offering, giving, solicitation or acceptance of any bribe:

- To/from any person or company;
- By any employee, business partner or other person acting on the Company's behalf;
- To gain any advantage in a way which is unethical;
- To gain any personal advantage.

The prevention, detection and reporting of bribery is the responsibility of each individual working on behalf of Milexia UK. Milexia UK operates a zero-tolerance approach to any attempts at bribery by, or of, its employees and associated persons and encourages all individuals to report any suspected act of bribery to our Managing Director. You will be fully supported if you make a report of suspected bribery in good faith even if, following investigation, there is no finding that bribery took place.

In the event of an act of bribery being suspected, a full investigation will be carried out and, if any activity is discovered, Milexia may invoke its disciplinary procedure which could result in a finding of gross misconduct and immediate dismissal.

If you have any concerns or questions regarding this Statement or your obligations, please contact our Managing Director in strictest confidence.

John O'Brien
Managing Director Milexia UK

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