



Anti-Bribery and Corruption Policy

EurosourcE takes a zero-tolerance approach to bribery and corruption of all kinds. This reflects the core values of the business to promote openness and transparency and to seek the highest professional standards across its different areas of activities. **EurosourcE** is committed to ensuring that it and all employees and all third parties performing services for on behalf of **EurosourcE** and/or joint venture parties and/or agents ('Associates') abide by the highest ethical standards.

This policy sets out **EurosourcE's** commitment that it and its employees and Associates will adhere strictly to all relevant legislation in relation to bribery and corruption and follow the attached procedures designed the business to prevent bribery.

Employees must not offer, promise or give bribes and they must not request or receive bribes. **EurosourcE** will also expect the highest standards of compliance in this area from all its Associates.

EurosourcE will take disciplinary action against employees who breach this policy. This includes the sanction of summary dismissal in cases where employees offer, give or receive bribes. **EurosourcE** will take appropriate action with its Associates who breach this policy.

Employees have wider duties to speak up or report malpractices in this area. A deliberate failure to report suspicions of corruption or to conceal bribes, or the offer of bribes, by others will also be subject to disciplinary action. **EurosourcE** encourages all employees to report any corruption concerns immediately and will support employees that do so. All reporting will be handled sensitively and **EurosourcE** is committed to ensuring that no employee who reports a corruption concern in good faith suffers any detrimental effect for doing so. **EurosourcE** also requires its Associates to report any malpractices to it.

All employees must read this policy and familiarize themselves with the related **EurosourcE** policies and procedures in this area. **EurosourcE** will continue to monitor this policy and a range of other anti-corruption compliance measures it has but in place and continues to develop. Should any employee have questions regarding the obligations set out in this policy, they should contact the HR Dept., and Associates should, in the first instance, contact their usual **EurosourcE** contact.

Approved by:

A handwritten signature in black ink, appearing to read "Toby Richards", is written over a faint, larger signature that is partially obscured by the text below.

Toby Richards Director

Date: 10/2017

Next Review Date: 10/2018