



Anti-Bribery & Corruption Policy Statement

Redashe Limited is committed to ensuring that business is conducted according to ethical, professional and legal standards in a fair, honest and open manner and also committed to applying the highest standards of integrity in its business activities. Every employee and individual acting on the behalf of Redashe is responsible for maintaining the Company's reputation and for conducting business honestly and professionally. Redashe considers that bribery and corruption has a detrimental impact on any business by undermining good governance and distorting free markets.

Redashe benefits from carrying out business in a transparent and ethical way. Redashe do not tolerate any form of bribery, whether direct or indirect, by, or of, its employees, officers, agents or consultants or any persons or companies acting for it on its behalf. The Redashe Company Directors are committed to implementing and enforcing effective systems to prevent and eliminate bribery, in accordance with the Bribery Act 2010.

Redashe employees must follow this anti-bribery and corruption policy, together with policies on gifts and corporate hospitality, outlining the Company's position on preventing and prohibiting bribery and corruption. The Policy applies to all employees, and they are required to familiarise themselves and comply with this Policy.

A bribe is a financial advantage or other reward that is offered to, given to, or received by individual or company (whether directly or indirectly) to induce or influence that individual or company to perform public or corporate functions or duties improperly.

Employees and others acting for or on behalf of Redashe are strictly prohibited from making, soliciting or receiving any bribes or un-authorized payments. As part of its anti-bribery measure, Redashe accepts transparent, proportionate, reasonable and bona fide hospitality and promotion expenditure, whether given or received.

A breach of this Policy by a Redashe employee will be treated as grounds for disciplinary action. Employees and other individuals acting for Redashe should note that bribery is a criminal offence that may result in imprisonment and or an unlimited fine for the individual and or the company.

The success of the Redashe anti-bribery and corruption measures depends on all Redashe employees, and those acting for the Company, playing their part in helping to prevent bribery. Therefore, all Redashe employees and others acting for, or on behalf of, Redashe are encouraged to report any suspected breach to the Redashe Company Directors.

Signed:

A handwritten signature in blue ink, appearing to read "Iain McArthur".

Date: 19-08-2024

Print Name: Iain McArthur

Position: Manager

Version: 2.0

Date: August 2024