

Bribery & Corruption Policy [R7M-HR-POL-003 Rev C0 20240306]

Red7Marine acknowledges the detrimental impact of bribery and corruption on both business operations and the communities where we operate. Failure to identify and address instances of bribery or corruption can result in legal violations and undermine fundamental principles of free trade and fair competition. Below are the Company's definitions of bribery and corruption:

Bribery - The act of offering or receiving something with the intent of influencing the recipient in a manner favourable to the party providing the bribe.

Corruption - The acquisition of advantages through means that are illegitimate, unethical, and/or contrary to one's duty or the rights of others.

Company Stance

We maintain a strict stance against all forms of bribery and corruption and is committed to conducting business with honesty and integrity. Any allegations of bribery or corruption will be promptly, and thoroughly investigated, and appropriate actions will be taken. Violations of this policy may constitute gross misconduct.

Compliance with Laws and Regulations

We are dedicated to upholding high standards of honesty and integrity across all business operations. Our Bribery and Corruption Policy aligns with the legal requirements outlined in the UK's Bribery Act 2010.

Policy Applicability

This Bribery and Corruption Policy applies to all employees, agency workers, consultants, and contractors, regardless of their position or role within the organization. We also expect our business partners, suppliers, and contractors to adhere to the same principles of integrity and refrain from engaging in bribery or corruption.

Responsibilities

All employees, consultants, contractors, and agency workers, as well as individuals directly associated with the Company (including agents), are obligated to adhere to the following guidelines:

- Conduct all business activities with honesty and integrity, in accordance with the Company's anti-bribery and corruption policy.
- Refrain from offering or making any form of bribe or unauthorized payment to any party.
- Avoid soliciting business through offering bribes or unauthorized payments to clients or potential clients.
- Reject any form of bribe or irregular payment that is not sanctioned by the Company.
- Immediately report any offers of bribes or irregular payments to the appropriate authorities.
- Do not engage in facilitation payments, which are payments made to expedite services or products. The Company strictly prohibits such payments.
- Report any breaches of the policy, instances of suspected bribery or corruption, or any uncertainties regarding procedures or responsibilities.



Reporting Procedures for Policy Breaches

In the event of witnessing or suspecting any breach of the Bribery and Corruption Policy, employees are required to report such incidents to their manager or an authorized supervisor without delay.

Any violation of this policy by an employee may result in disciplinary action, potentially constituting gross misconduct. For contractors or consultants, breach of the policy may lead to termination of contracts or agreements with the individual or entity involved.

A handwritten signature in black ink, appearing to read "Kristen Branford".

Kristen Branford
20240306

Signed:

Position in Company: Managing Director

Date: 20240306