

Since the 1st July 2011, the Bribery Act 2010 has brought into force criminal offences for offering or accepting bribes, for which both individuals and companies can be prosecuted.

**Bribing:** it is an offence to offer, promise or give a financial or other advantage for the purpose of bringing about an improper performance of a function or activity.

**Being bribed:** it is an offence to request, agree to, or receive a financial or other advantage, for the purpose of bringing about an improper performance of a function or activity or to request, agree to or receive a reward for having done so.

**Foreign public officials:** it is an offence to offer, promise or give a financial or other advantage to a foreign public official where such advantage is not permitted under the written law applicable to that foreign official.

Our employees including staff, officers, managers and directors are expected to be familiar with our anti bribery and anti-corruption policy, and adhere to it at all times. We consider they are all responsible for detection, prevention and reporting of bribery.

Phase2 Microwave prohibits offering, giving, solicitation or acceptance of any bribe, whether cash or other form. Phase2 Microwave has a zero tolerance policy towards any form of bribery or corruption. We operate an Anti-Bribery/Anti-Corruption Policy which is communicated to all staff, monitored and reviewed.

Phase2 understand genuine acts of hospitality are permitted as long as they are not used to gain improper performance of function or activity, as stated above. However various circumstances can make intention difficult to establish; therefore we require all our staff to adhere to our Anti-

Khalid Hashmi (Quality Manager) 17<sup>th</sup> April 2018

A handwritten signature in purple ink, appearing to read "KH HU".