

The Uniform Guys Anti-Corruption and Bribery Policy establishes a culture of ethical conduct, reduces the risk of financial loss, and sends a message of commitment to conducting business with integrity. It is essential for effective corporate governance and ensuring long-term success.

The Uniform Guys has adopted the following Anti-Corruption and Bribery Policy:

1. **Introduction:** We are committed to conducting business with integrity, honesty, and transparency. The company prohibits all forms of corruption and bribery, and expects all staff, contractors, and stakeholders to comply with this policy.
2. **Definition of Corruption and Bribery:** We define corruption as the abuse of power or position for personal gain, and bribery as the offering, giving, receiving, or soliciting of something of value in exchange for an advantage. This includes facilitation payments, which are small payments made to expedite routine government processes.
3. **Prohibited Conduct:** We strictly prohibit all forms of corruption and bribery. This includes offering, giving, receiving, or soliciting any form of bribe, kickback, or facilitation payment; using undue influence, coercion, or intimidation to obtain or retain business; offering or accepting gifts or hospitality that are intended to influence business decisions; engaging in any other conduct that could create the appearance of impropriety or conflict of interest.
4. **Due Diligence on Suppliers and Business Partners:** We conduct due diligence on all suppliers and business partners to ensure they comply with this policy, as well as all applicable laws and regulations. The company will terminate relationships with any supplier or business partner found to engage in corrupt or fraudulent activities.
5. **Reporting and Investigation:** We encourage all staff, contractors, and stakeholders to report any suspected or actual incidents of corruption or bribery. The company will investigate all reports promptly, and take appropriate disciplinary or legal action where necessary. The company will also protect whistleblowers from retaliation.
6. **Training and Communication:** We provide regular training and communication on this policy, as well as the risks and consequences of corruption and bribery. All staff, contractors, and stakeholders will be required to acknowledge their understanding and compliance with this policy.
7. **Compliance and Monitoring:** We monitor compliance with this policy, and take appropriate action to address any breaches. The company also reviews and updates this policy regularly to ensure it remains relevant and effective.

This Anti-Corruption and Bribery Policy ensures that we conduct business with integrity and transparency, and promote a culture of ethical behaviour and responsible business practices.