

## **Anti-bribery and corruption policy**

JRP Solutions (which incorporates The Green Consultancy) is committed to a zero tolerance approach to bribery and corruption and to acting with integrity in all its dealings, relationships, and supply chains. We expect the same high standards from all staff, suppliers, contractors, and those with whom it does business. This policy applies to all employees, consultants, and other persons doing business with JRP Solutions including all its wholly owned companies, contractors, and suppliers.

Bribery and corruption are serious criminal offences. JRP Solutions recognises that such events are likely to be rare. Nevertheless, we commit ourselves to the robust implementation of the Act as demonstrated by its promotion and adoption of the following policy measures:

Our commitment:

- We will carry out our business activities in an honest, open and ethical manner
- We will observe the provisions of the Bribery Act 2010 in respect of our conduct
- Our staff will have an awareness of their role in the prevention and detection of bribery and corruption
- We will undertake a periodic risk assessment of the vulnerability of our operations in this area and the potential for bribery
- Our terms of business with agents and contractors carry an avoidance of bribery provision which, if breached, will lead to termination of the contract and possible further legal action
- We keep financial records and have appropriate internal controls in place which will evidence the business reason for making payments to third parties
- All employees must ensure that hospitality or gifts that are either received or given are proportionate and reasonable
- All employees have a duty to declare any instances where there may be a conflict of interest in the operation or establishment of business relations
- All employees have a duty to share any concerns they may have
- Information and guidance will be available for employees, and relevant third parties on how to recognise and deal with bribery and corruption issues

Any breaches of this policy may result in disciplinary action against individual(s) and/or terminating its relationship with any organisation or supplier.

A handwritten signature in blue ink, appearing to read 'Jes Rutter', located below the signature line.

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**Jes Rutter, Managing Director**