

Anti-Bribery Policy Statement

At Airis Energy Solutions UK, we value our reputation for ethical behaviour and in accordance with our Policy on Business Behaviour and Practices we are committed to carrying out our business activities in a fair, open and honest manner.

In addition to our commitment to comply with all legislative and regulatory requirements that impact our business activities we also recognise that any involvement in bribery will also reflect adversely on our image and reputation. It is our aim therefore to limit our exposure to bribery for:

- Setting out a clear anti-bribery policy
- Ensuring our employees can recognise and avoid the use of bribery by themselves and others.
- Encouraging our employees to be vigilant and to report any suspicion of bribery.
- Rigorously investigating instances of alleged bribery and assist, the police and any other authorities in any resulting investigations.
- Taking firm and appropriate action against anyone involved in bribery.

The Policy

The Company prohibits:

- The offering, giving, solicitation or acceptance of any bribe, whether cash or other inducement.
- To or from any person or company, wherever they are situated and whether or not they are a public official or body or private person or company.
- By any individual employee, agent or other person or body acting on the Group's behalf.
- In order to gain any commercial, contractual or regulatory advantage for the Group which is in any way unethical.
Or in order to
- Gain any personal advantage pecuniary or otherwise, for the individual or anyone connected with the individual.
- Any proven act of bribery by any employee will be considered to constitute gross misconduct will be dealt with in accordance with our disciplinary procedures.



Damien Fryer
Managing Director
Airis Energy Solutions UK

Date: May 2022