



Ethics Policy

EB Scotland Ltd and EB (Northern Ireland) Limited are committed to complying with the requirements of the Bribery Act 2010.

Procedures will ensure that any member of staff or person associated with the company will not seek to bribe another person, allow oneself to be bribed or seek to bribe a foreign public official.

In order to achieve this we will implement the following;

- Adopt this policy at Board level
- Conduct a risk assessment of our business activities in relation to this Act
- Ensure contracts of employment and consultancy contracts include acknowledgement of this policy
- Ensure appropriate research is undertaken relating to contractual opportunities and persons engaged therein
- Ensure this policy is understood by all staff and persons associated with the Company
- Ensure this policy is accessible via our website
- Responsibility for the implementation of this policy rests with the Managing Director

Specifically, no member of staff or person associated with the company will;

- Engage in the provision of, or receipt of, any financial or other inducements for the purpose of gaining or providing any business advantage.
- Report any concerns relating to this policy immediately to the Managing Director
- The Managing Director will immediately alert the Board regarding any such concerns

The company adopts a zero tolerance attitude to bribery in any form