

## Global Associates

### ANTI-BRIBERY & CORRUPTION POLICY

**Document Owner:** Chief Executive Officer

**Approved by:** Senior Management Team

**Effective Date:** 1<sup>st</sup> January 2026

**Review Date:** Annually

## 1. Policy Statement

Global Associates is committed to conducting business ethically and with integrity. The company has a zero-tolerance approach to bribery and corruption and complies fully with the UK Bribery Act 2010. No employee, contractor, or representative may offer, give, request or accept any form of bribe or improper payment.

Signed



Paul Wetherfield  
CEO – Global Instrumentation Limited t/a global associates

## 2. Scope

This policy applies to all employees, directors, contractors, agency workers, consultants and any person acting on behalf of Global Associates.

## 3. What is Bribery

Bribery is offering, promising, giving, requesting or accepting a financial or other advantage to influence a business decision or gain an improper advantage.

## 4. Prohibited Conduct

Employees and representatives must not offer or accept bribes, offer facilitation payments, provide gifts or hospitality intended to improperly influence decisions, or use third parties to make improper payments on behalf of the company.

## 5. Gifts & Hospitality

Reasonable and proportionate hospitality may be accepted or provided where it is transparent, legitimate and not intended to influence business decisions. Any gifts or hospitality must comply with company guidelines and be reported where appropriate.

## 6. Responsibilities

All employees must act with integrity in all business dealings, avoid situations that could create a perception of bribery, and report any suspected bribery or corruption.

## 7. Reporting Concerns

Any concerns regarding bribery or corruption must be reported to senior management or through the company's whistleblowing procedures. Reports will be treated seriously and confidentially.

## 8. Breaches of Policy

Any breach of this policy may result in disciplinary action, termination of employment or contractual relationship, and potential legal consequences.

## 9. Monitoring & Review

This policy will be reviewed regularly to ensure ongoing compliance with legislation and best practice.