



ANTI-BRIBERY POLICY STATEMENT

Employees are not permitted to give any gift, hospitality or incur any expenses in relation to a current or prospective customer, supplier or employee without first obtaining authorisation from the company's directors. (The company acknowledges that genuine business hospitality or the carrying out of promotional activities proportionate to the business is reasonable.

Employees are not permitted to receive or accept any gift or hospitality of any sort without first obtaining authorisation from the company's directors. (The company acknowledges that genuine business hospitality or the carrying out of promotional activities proportionate to the business is reasonable and notes that such activities are not considered bribery).

The company strictly prohibits the giving of any donation to any political party or representative of any political party, either at local or national government level.

Soumac Assembly Services is pleased to support local charities and considers such support as being a key part of supporting the local community in which it operates. All such donations must however be proposed to and approved by the board of directors.

The company does not operate any staff incentive or bonus scheme, which may by its nature support or encourage the use of a prohibited activity.