

## Anti-bribery Policy

Cube Install Limited is committed to upholding its reputation for ethical behaviour and for financial reliability. The company recognises that over and above the commission of any crime, any involvement in bribery will also reflect adversely on its image and reputation. The policy of the company is therefore to prohibit the offering, giving, solicitation or acceptance of any bribe whether in the form of cash or other inducement.

- to or from any person or company,
- by any individual employee, agent or any other person acting on behalf of the company,
- in order to gain any contractual, commercial or regulatory advantage for the company in a way that is unethical,
- in order to gain any personal advantage (monetary or otherwise) for the individual or anyone connected with the individual.

This policy prohibits any inducement that results in the personal gain of the recipient or any person associated with them and is intended to influence them to act in a way that may not be solely in the interests of their employer or company or the person or body whom they represent.

This policy does not prohibit normal and appropriate hospitality or the giving of a gift at a special time providing that they are accepted within the particular market, are proportionate and are properly recorded.

Should there be any doubt as to whether a proposed action is acceptable then the matter should be referred to a director before proceeding.

Signed:



Tim Percival

Position: Managing Director

Last reviewed: 7<sup>th</sup> January 2022