

Custom Interconnect Ltd (CIL) is committed to implementing and enforcing effective systems to counter bribery. Therefore, it is the Company's policy to conduct all aspects of its business in an honest and ethical manner at all times.

The aim of this policy is to help us act in accordance with the Bribery Act 2010, maintain the highest possible standards of business practice, and advise individuals of our 'zero-tolerance' to bribery.

This policy applies to all permanent and fixed-term staff employed by CIL, and any contractors, consultants or other persons acting under or on behalf of the company.

The company will not:

- Make contributions of any kind with the purpose of gaining any commercial advantage.
- Provide gifts or hospitality with the intention of persuading anyone to act improperly, or to influence a public official in the performance of their duties.
- Make, or accept, "kickbacks" of any kind.

The company will:

- Keep appropriate internal records that will evidence the business reason for making any payments to third parties.
- Encourage employees to raise concerns about any issue or suspicion of malpractice at the earliest possible stage.
- See that anyone raising a concern about bribery will not suffer any detriment as a result, even if they turn out to be mistaken.

Employees must not:

- Accept any financial or other reward from any person in return for providing some favour.
- Request a financial or other reward from any person in return for providing some favour.
- Offer any financial or other reward from any person in return for providing some favour.

Gifts and Hospitality

This policy does not prohibit giving and receiving promotional gifts of low value, or normal and appropriate hospitality as defined in the CIL Anti-Bribery Procedure [BU-PR-01].



John Boston
Managing Director