

Anti-bribery and Corruption Policy Statement

DSA Electrical values its reputation and is committed to maintaining the highest level of ethical standards in the conduct of its business affairs. The actions and conduct of the Company's workers as well as others acting on the Company's behalf are key to maintaining these standards.

Acts of bribery or corruption are designed to influence an individual in the performance of their duty and incline them to act in a way that a reasonable person would consider to be dishonest in the circumstances. Bribery can be defined as offering, promising or giving a financial (or other) advantage to another person with the intention of inducing or rewarding that person to act or for having acted in a way which a reasonable person would consider improper in the circumstances.

Corruption is any form of abuse of entrusted power for private gain and may include, but is not limited to, bribery. Bribes are not always a matter of handing over cash. Gifts, hospitality and entertainment can be bribes if they are intended to influence an individual.

DSA Electrical will not tolerate bribery or corruption in any form.

The Company prohibits the offering, giving, solicitation or the acceptance of any bribe or corrupt inducement, whether in cash or in any other form:

- *To or from* any person or company wherever located, whether a public official or public body, or a private person or company;
- *By any* individual employee, director, consultant, subcontractor, contractor, other person or body acting on the Company's behalf;
- *In order* to gain any commercial, contractual, or regulatory advantage for the Company in any way which is unethical or to gain any personal advantage, pecuniary or otherwise, for the individual or anyone connected with the individual.

Signed (Rachel Richards)

A handwritten signature in black ink, appearing to read 'Rachel Richards', is positioned below the text 'Signed (Rachel Richards)'. The signature is fluid and cursive.

Title: Managing Director

Date: 1st January 2019