

Company			
LJR Group Services Limited			
Version	Review date	Reviewed by	Role
1.0	12th January 2025	Shaun Radcliffe	Director
	To be Reviewed date	Signature	Notes
	12th January 2026	<i>S A RADCLIFFE</i>	Version 1.0

ANTI-BRIBERY & CORRUPTION POLICY

LJR Group Services Ltd and its subsidiary companies (hereinafter referred to as Any Company) is committed to applying the highest ethical standards and to conducting its business with integrity in all activities. All employees and individuals acting on Any Company's behalf are responsible for maintaining the Company's reputation and for conducting business honestly and professionally. The Company considers that bribery and corruption has a detrimental impact on its business by undermining good governance.

LJR Group Services Ltd benefits from carrying on business in a transparent and ethical way. LJR Group Services Ltd does not tolerate any form of bribery, whether direct or indirect, by, or any of its employees, officers, agents, consultants or any persons or companies acting for it or on its behalf. The Senior Management are committed to implementing and enforcing effective systems to prevent and eliminate bribery, in accordance with the Bribery Act 2010.

LJR Group Services Ltd has issued an anti-bribery and corruption policy, together with policies on gifts and corporate hospitality outlining our position on preventing and prohibiting bribery and corruption. All employees are required to familiarise themselves with them and to comply with the rules set out in both letter and spirit.

A bribe is a financial advantage or other reward that is offered to or received by an individual or company whether directly or indirectly to induce or influence that individual or organisation to perform public or corporate functions or duties improperly.

Employees and others acting for or on the behalf of LJR Group Services Ltd are strictly prohibited from making, soliciting or receiving any bribes or unauthorised payments. As part of its anti-bribery measures, LJR Group Services Ltd accepts transparent, proportionate, reasonable and bona fide hospitality and promotional expenditure, whether given or received.

A breach of these Policies by an employee will be treated as grounds for disciplinary action. Employees and other individuals acting for LJR Group Services Ltd should note that bribery is a criminal offence that may result in imprisonment and/or an unlimited fine for the individual and an unlimited fine for the Company.

LJR Group Services Ltd will not conduct business with service providers, agents or representatives that do not support appropriate anti bribery and corruption objectives.

The success of Any Company's anti-bribery and corruption measures depends on all employees and those acting for us, playing their part in helping to prevent bribery. Therefore, all employees and others acting for, or on behalf of LJR Group Services Ltd are encouraged to report any suspected bribery in accordance with the procedures set out in the Policies or in the case of third parties to a director. The Board will support any individuals who make such a report in good faith.