

Anti-Bribery Policy

Statement of Policy

The KNG Partnership is committed to complying with all laws and regulations which govern our operations. This Anti-Bribery Policy, which is aligned to the Bribery Act 2020, explains our individual responsibilities to comply with anti-bribery and anti-corruption laws. It also ensures that any third parties that we engage to act on our behalf, do the same. The Company has a zero-tolerance attitude towards bribery. We are committed to doing business ethically and with integrity. It is therefore extremely important that all staff and consultants familiarise yourselves with this Policy and strictly adhere to it.

Scope of Policy

The principles and obligations outlined in this Policy apply to all employees and consultants representing KNG Partnership. As such, each individual is responsible for adhering to these standards.

Definition of a Bribe

- being open to the offer of financial or non-financial advantage to encourage you to perform your functions or activities improperly, or to reward you for having already done so.
- seeking to influence a decision-maker by giving some kind of extra benefit to that decision maker rather than by what can legitimately be offered as part of a tender process.

KNG Rules

No person, or third party, representing KNG Partnership shall :

- offer, provide, or authorise, a bribe or anything which may be viewed as a bribe either directly or indirectly or otherwise through any third party; or
- request or receive a bribe, or anything which may be viewed as a bribe, either directly or indirectly or otherwise through any third party, or perform their job functions improperly in anticipation, or in consequence, of a bribe.

Gifts and Hospitality

The act of exchanging business gifts and receiving corporate hospitality can play an appropriate role in building or maintaining our business relationships. Gifts are only permitted if they are:

- reasonable and infrequent;
- in good taste;
- unsolicited;
- not cash or a cash equivalent; and
- not given with an intent to influence a business decision.