

The Company is committed to applying the highest standards of ethical conduct and integrity in its business activities in the UK and overseas. Every employee and individual acting on the Company's behalf is responsible for maintaining the Company's reputation and for conducting company business honestly and professionally. Bowman Power Group Ltd requires compliance with all applicable laws and regulations, as well as Company's internal rules.

Bowman Power Group Ltd. considers that bribery and corruption has a detrimental impact on business by undermining good governance and distorting free markets.

The organisation benefits from carrying out business in a transparent and ethical way and helping to ensure that there is honest, open and fair competition. Transparent and fair conduct helps to foster deeper relationships of trust between the Company and its business partners and customers. It is vital for our reputation and future growth.

The Company does not tolerate any form of bribery, whether direct or indirect, by, or of, its employees, officers, agents or consultants or any persons or companies acting for it or on its behalf. The board and senior management are committed to implementing and enforcing effective systems throughout the organisation to prevent, monitor and eliminate bribery, in accordance with the Bribery Act 2010.

Bowman Power Group Ltd has issued Anti-Bribery Policy outlining the organisation's position on preventing and prohibiting bribery which has been endorsed by the senior management. The anti-bribery policy applies to all employees, as well as agency workers, consultants and contractors. All employees and other individuals acting for the organisation are required to familiarise themselves and comply with the Company's Anti-Bribery Policy.

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

Employees and others acting for or on behalf of the Company are strictly prohibited from making, soliciting or receiving any bribes or unauthorised payments.

As part of its anti-bribery measures, the Company is committed to transparent, proportionate, reasonable and bona fide hospitality and promotional expenditure. Such expenditure must be authorised in advance, in accordance with the procedures set out in the organisation's Anti-Bribery Policy.

A breach of the Anti-Bribery Policy will be regarded as a serious matter and will be treated as grounds for disciplinary action, which may result in a finding of gross misconduct, and immediate dismissal. Any cases of suspected bribery will be properly investigated and appropriate action will be taken, including but not limited to reporting to the appropriate authorities and disciplinary actions.

Employees and other individuals acting for the organisation should note that bribery is a criminal offence that may result in up to 10 years' imprisonment and/or an unlimited fine for the individual and an unlimited fine for the organisation.

The Company will not conduct business with service providers, agents or representatives that do not support the organisation's anti-bribery objectives. The Company reserves the right to terminate its contractual arrangements with any third parties acting for, or on behalf of, the organisation with immediate effect where there is evidence that they have committed acts of bribery.

All employees and others acting for, or on behalf of, the organisation are encouraged to report any suspected bribery in accordance with the procedures set out in the anti-bribery policy. The organisation will support any individuals who make such a report, provided that it is made in good faith.