

Business Integrity Policy Statement

Rivertrace Limited is committed to conducting its business in an honest and ethical manner and to observing the provisions of the Bribery Act 2010, in respect of its conduct both in the UK and internationally.

All employees in Rivertrace Limited must:

- Behave honestly, be trustworthy and set a good example.
- Make sure that their behaviour complies with the policies and rules of Rivertrace Limited.
- Use the resources of our company in the best interest of the company, and do not misuse these resources.
- Not pay or accept bribes (refer to Anti-bribery policy)
- Make a clear distinction between the interests of our company and their private interests and avoid possible conflicts of interest; They must not accept gifts, invitations or other advantages which could contradict this principle.
- Report incidents, risks and issues which deviates from our policies.
- Be continuously conscious about and aim to maintain our integrity.

As owners of Rivertrace Limited we:

- Commit ourselves to this policy, and to an on-going effort to maintain our integrity.
- Make sure that Rivertrace Limited complies with national regulation and commit Rivertrace Limited to an open and transparent management approach.
- Expect our partners and other business associates to respect this policy.