

H&A Protection Services Limited

Anti Corruption & Bribery Policy

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| Reference | H&A POL 33 |
| Version | 1.0 |
| Issue Date | 01/10/2016 |
| Approved | MD |

Policy Statement

H&A Protection Services Ltd is committed to operating professionally and ethically across all areas of its operations.

It is our policy to conduct our business in an honest manner, and to act with integrity in all our business dealings and relationships wherever we operate and in all business sectors. We will uphold all laws relevant to countering bribery and corruption in all of the jurisdictions in which we operate. We will act in accordance with the United Kingdom Bribery Act 2010, in respect of our conduct in the UK and if applicable overseas.

The Managing Director will be responsible for ensuring that the company establishes the appropriate responsibilities and procedures within all areas of operation. The Managing Director will be the company's Compliance Officer.

The policy will cover all employees, consultants, agents, representatives and suppliers who operate within the business. If there is any instance of bribery or corruption identified appropriate action will be taken and this will be reported to the board of directors.

If there are any concerns of malpractice then stakeholders (employees, consultants, agents, representatives and suppliers etc.) are encouraged to raise these at the earliest opportunity with the company's Managing Director – Gareth Howlett on a confidential basis.

The board of directors will review the implementation of this policy in terms of effectiveness, adequacy and suitability at company level. This review will take into account compliance with prevailing UK legislation.

Signed :

Dated : 01/10/2017



Mr Gareth J Howlett
H&A Protection Services Ltd