



ANTI-BRIBERY & CORRUPTION POLICY

It is the policy of Shielding Solutions Limited (The Company) to conduct business in an honest and ethical manner. As part of that, The Company has a strict anti-bribery and corruption policy in line with The Bribery Act (2011) and takes a zero-tolerance approach to bribery and corruption. The Company is committed to acting professionally, fairly and with integrity in all its business dealings and relationships, wherever it operates and implementing and enforcing effective systems to counter bribery.

A bribe is defined as:

Giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so.

If an employee bribes (or attempts to bribe) another person, intending either to obtain or retain business for the company, or to obtain or retain an advantage in the conduct of The Company's business this will be considered gross misconduct. Similarly accepting or allowing another person to accept a bribe will be considered gross misconduct. In these circumstances an employee will be subject to formal investigation under The Company's disciplinary procedures, and disciplinary action up to and including dismissal may be applied.

Staff must advise management immediately if they are approached in a way as to give concern in this connection.

In the event of any significant change to the legal position on bribery and corruption, this policy will be subject to immediate review.

Signed: R. C. Claydon Position: DIRECTOR

On Behalf of the Directors*

Full Name: R. CLAYDON Date: 20/03/26

*The Directors: R C Claydon & S M Howard

Next Review Date: 19.03.27