

# Policy Statement

## ANTI BRIBERY POLICY



**Date:** 8<sup>th</sup> January 2024

**Name:** PO\_CSR\_Anti-Bribery Policy\_002\_2024\_Rev1

**Revision:** 001

**Authorised by:** Commercial Director and Company Secretary

One of the Lanes Group plc's core values is to uphold responsible and fair business practices. Full commitment to promoting and maintaining the highest level of ethical standards in relation to all of its business activities. Reputation for maintaining lawful business practices is of paramount importance and this Policy is designed to preserve these values.

This policy has been created in line with the Bribery Act 2010. Lanes Group plc therefore has a zero-tolerance approach towards bribery and corruption and is committed to acting fairly and with integrity in all its business dealings and/or relationships by implementing and enforcing effective systems to counter bribery.

All employees and associated persons are required to:

- Comply with any anti-bribery and anti-corruption legislation that applies in any jurisdiction in any part of the UK in which they might be expected to conduct business.
- Act honestly, responsibly and with integrity.
- Safeguard and uphold Lanes Group plc's core values by operating in an ethical, professional, and lawful manner at all times.
- Bribery of any kind is strictly prohibited. Under no circumstances should any provision be made, money set aside, or accounts created for the purposes of facilitating the payment or receipt of a bribe.

For Lanes Group plc's rules, responsibilities, procedures, record keeping and compliance monitoring, please refer to the Anti Bribery Procedure located within the Integrated Management System (IMS) folder on SharePoint.

In summary, it is not acceptable for any employee(s) and associated person(s) to: give, promise to give, or offer, a payment, gift or hospitality with the expectation or hope that a business advantage will be received, or to reward a business advantage already given, or to accept a payment, gift or hospitality from a third party that you know or suspect is offered or provided with the expectation that it will obtain a business advantage for them.

If you would like any further information, guidance or to report a breach to this policy, please contact Lanes Group plc's Anti-Corruption Officer (Scott Norris, Commercial Director and Company Secretary).

**Scott Norris**

A handwritten signature in black ink, appearing to read "S. Norris", written over a light blue horizontal line.

**Commercial Director and Company Secretary of Lanes Group plc**  
**8<sup>th</sup> January 2024**