

## ANTI-BRIBERY AND CORRUPTION POLICY

### ABOUT THIS POLICY

It is TRG's policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

Any employee who breaches this policy may face disciplinary action, which could result in dismissal for gross misconduct. Any non-employee who breaches this policy may have their contract terminated with immediate effect.

This policy does not form part of any employee's contract of employment and we may amend it at any time. It will be reviewed regularly. The policy sets out the baseline standards for TRG's UK operations. Individual divisions or brands within the group may choose to adopt further policies and procedures, or implement additional requirements, provided they are not inconsistent with this policy.

### WHO MUST COMPLY WITH THIS POLICY?

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

### WHAT IS BRIBERY?

Bribe means a financial or other inducement or reward for action which is illegal, unethical, a breach of trust or improper in any way. Bribes can take the form of money, gifts, loans, fees, hospitality, services, discounts, the award of a contract or any other advantage or benefit.

Bribery includes offering, promising, giving, accepting or seeking a bribe.

All forms of bribery are strictly prohibited. If you are unsure about whether a particular act constitutes bribery, raise it with your manager or the Company Secretary.

Specifically, you must not:

- give or offer any payment, gift, hospitality or other benefit in the expectation that a business advantage will be received in return, or to reward any business received;
- accept any offer from a third party that you know or suspect is made with the expectation that we will provide a business advantage for them or anyone else;
- give or offer any payment (sometimes called a facilitation payment) to a government official in any country to facilitate or speed up a routine or necessary procedure;
- if you are a manager or executive, accept or purchase goods or services from any supplier to the company, or any employee of any such supplier, for any private purpose without the express prior written permission of the Company Secretary. This excludes purchases from utility companies, banks, insurance companies and consumables (such as food and drink) purchased at the prevailing market price in circumstances where no conflict of interest could reasonably be expected to arise.

## **GIFTS AND HOSPITALITY**

This policy does not prohibit the giving or accepting of reasonable and appropriate hospitality for legitimate purposes such as building relationships, maintaining our image or reputation, or marketing our products and services.

A gift or hospitality will not be appropriate if it is unduly lavish or extravagant, or could be seen as an inducement or reward for any preferential treatment (for example, during contractual negotiations or a tender process).

Gifts must be of an appropriate type and value depending on the circumstances and taking account of the reason for the gift. Gifts must not include cash or cash equivalent (such as vouchers), or be given in secret. Gifts must be given in our name, not your name.

Promotional gifts of low value such as branded stationery may be given to or accepted from existing customers, suppliers and business partners.

## **LINE MANAGER APPROVAL**

You must seek your line manager's approval in writing for all hospitality or gifts given or received over £200.

## **RECORD KEEPING**

You must declare and keep a written record of all hospitality or gifts given or received over £200. You must also submit all expenses claims relating to hospitality, gifts or payments to third parties in accordance with our expenses policy and record the reason for expenditure. Executive Directors and the heads of each function and business division are responsible for filing monthly returns detailing all such hospitality or gifts to the Legal & Governance team, who will maintain a central register.

All accounts, invoices, and other records relating to dealings with third parties including suppliers and customers should be prepared with strict accuracy and completeness. Accounts must not be kept 'off-book' to facilitate or conceal improper payments.

## **HOW TO RAISE A CONCERN**

If you are offered a bribe, or are asked to make one, or if you suspect that any bribery, corruption or other breach of this policy has occurred or may occur, you must notify the Company Secretary as soon as possible at either [cosec@trggroupltd.com](mailto:cosec@trggroupltd.com) or [whistleblowing@trggroupltd.com](mailto:whistleblowing@trggroupltd.com). See also the Group Whistleblowing Policy.

**Reviewed/updated: July 2024**

**Approved for renewal by the TRG Board: 30 July 2024**