

Anti-Bribery and Corruption Policy Statement

Cable Consulting International Limited (CCI) requires its employees to demonstrate honesty, integrity, fairness, professionalism and ethical conduct in all aspects of their business dealings. For the avoidance of any doubt, CCI's three directors are employees.

We expect our customers and suppliers to adopt the same approach.

CCI will not tolerate bribery or corruption in any form and has a zero tolerance approach to any breach of this policy.

As a minimum, full compliance with The Bribery Act 2010 is required including informing law enforcement agencies.

Policy

CCI employees do not promise, offer or give any bribes, do not make illicit or illegal payments and do not take any actions that could be construed as being corrupt or unethical. For the avoidance of any doubt, excessive gifts or hospitality are considered to be bribes.

CCI employees do not demand or accept any bribes, do not accept any illicit or illegal payments and do not demand or accept any other advantage that could be construed as being corrupt or unethical, this includes :

- Bribery of government officials
- Commercial bribery
- Falsification of the company books or financial records
- Corrupt or unethical gifts and entertainment
- Corrupt or unethical travels and hospitality
- Corrupt or unethical dealing with intermediaries
- Corrupt or unethical charitable contributions
- Dealing with government intermediary
- Cartels or market rigging

CCI operates management systems, including this policy, that discourage bribery and corruption and ensures employee awareness and communication.

All CCI financial transactions are entered into the Xero online accounts package and annual accounts are prepared by our accountants, Messrs. Blain Pritchard.

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If any CCI employee has any concerns regarding the conduct of any other CCI employee, including any director of CCI, or the conduct of any other person with whom CCI is conducting business, they should, in the first instance, raise the matter with CCI's System Director.

In the event that any concern relates to the conduct of CCI's Systems Director, the matter should be raised with CCI's Projects Director.

All CCI's employees are assured of confidentiality regarding any concerns which they raise including any Whistleblowing.

This Policy Statement will be communicated to all staff and is made available to Clients and the public on request.

On behalf of the Board of Directors

Simon Lloyd – Director
June 2023