



Anti Bribery

We are committed to doing business the right way—openly, fairly, and honestly. We believe that integrity is non-negotiable, and that includes having a clear and strong stance against bribery and corruption. This policy sets out our position in line with the Isle of Man Bribery Act 2013 and the UK Bribery Act 2010 as applicable and reflects our values as a responsible business.

Bribery, in simple terms, is offering or accepting something of value (e.g. cash, gifts, hospitality, or favours) with the aim of influencing someone's actions or decisions inappropriately. We expect all employees to avoid any activity that might be interpreted as bribery. If you're in a situation where a gift or offer is made to you, or where you're expected to give something in return for preferential treatment, please raise it with your manager,

If you ever see or suspect anything that doesn't feel right, please inform your line manager. You may also raise concerns directly with the HR team