

Bribery Act Policy Statement

This is a policy statement by Twenty Four Seven in respect of the Company's commitment to meet its responsibilities under the provisions of the Bribery Act 2010, which came into force in 2011.

Twenty Four Seven is committed to carrying out its business fairly and, therefore, operates a zero-tolerance policy towards bribery. Twenty Four Seven is committed to achieving the highest of standards in its governance and in all of its activities. Twenty Four Seven will not tolerate bribery or corruption carried out by any of its employees or Board Directors, or by anyone working on its behalf, including partners, contractors and consultants. Twenty Four Seven expects that any organisation wishing to undertake business with Twenty Four Seven must also demonstrate such commitment to conducting their business without corruption and bribery.

Any person who has concerns about acts of bribery or what appears to be a suspicious transaction, payment or benefit given to or received by anyone whilst acting for Twenty Four Seven should discuss this with the Company Secretary.

Twenty Four Seven will comply with the Bribery Act 2010 by working within the following principles:

Proportionate procedures – anti-bribery policies and procedures are proportionate to our activities, the sector in which we operate and the risks we face.

Top level commitment – we will establish a clear culture within the organisation in which bribery is unacceptable.

Risk assessment – we will understand the bribery risks we face by carrying out regular risk assessments.

Due diligence – we will make sure that our partners and contractors also have reciprocal anti-bribery agreements in place.

Communication – we will take measures so that all employees, board directors and partners know the procedures to follow in situations which may be sensitive to bribery and our anti-bribery policies are embedded in our culture.

Monitoring and review - Twenty Four Seven will monitor and review procedures designed to manage the risks of internal and external bribery and corruption.

This policy statement should also be read in conjunction with the following documents:

- Code of Conduct
- Anti-bribery Policy
- Whistleblowing Policy

Chris Webley
Managing Director
January 2016