BUILD WITH HEMP

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Anti-Bribery Policy 2025

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Anti-Bribery & Corruption Policy

Policy & Principles

> Build with Hemp Limited operates a zero tolerance policy in respect ofany form of bribery or corruption. The penalties for bribery and corruption are severe. They include up to 10 years imprisonment for individuals and an unlimited fine for companies as well as adverse publicity and damage to the company's reputation.

This statement of policy is deliberately succinct. Combating bribery is fundamentally about common sense and creating a culture of ethical behaviour, not burdensome procedures. The Bribery Act 2010 is not about curtailing legitimate and proportionate entertainment—which is an important device in establishing and maintaining good relationships—it is about preventing bribery and corruption.

Corruption is about the abuse of entrusted power for private gain, whether through the giving of a bribe (active bribery) or accepting a bribe (passive bribery).

Build with Hemp Limited is committed to preventing bribery being carried out on its behalf.

It is the belief of Build with Hemp Limited and its Directors that by introducing and implementing a zero-tolerance policy in respect of bribery and corruption, future dealings and relationships with our Clients will benefit from being conducted in an open and transparent manner.

Build with Hemp Limited's approach to bribery and corruption has been adopted by all group companies, including, for the avoidance of doubt, all subsidiaries, joint ventures, partnering arrangements, future business dealings, and transactions. This policy sets out the standards expected of all its employees.

As it is expected that all those who work for and with Build with Hemp Limited adhere to the zero-tolerance approach to bribery and corruption, all references to Build with Hemp Limited in this policy apply equally to individuals and companies who are business partners working with and for Build with Hemp Limited.

KEY PRINCIPLES

Integrity

Build with Hemp Limited employees and those acting on behalf of Build with Hemp Limited must not act in any way that could undermine or give rise to allegations or doubts regarding their integrity or commitment to a zero-tolerance approach to bribery and corruption. In particular, employees and business partners must conduct all business transactions and dealings fairly, honestly, and openly.

Transparency

Build with Hemp Limited employees and business partners must exercise extreme care to ensure that their business dealings are clear and ethical. This is particularly important in relation to business partnerships (including relations with agents, intermediaries, and our supply chain), gifts, corporate hospitality, entertainment and expenses, donations, share dealings, the use of confidential information, and conflicts of interest.

Build with Hemp Limited employees and business partners must adhere at all times to the purchasing and procurement policies and processes.

Security and Reporting Bribery

Build with Hemp Limited encourages employees and business partners to immediately report any suspected wrongdoing. Any information provided shall be treated in the strictest confidence and should be reported solely to the appropriate compliance officer.

Employees and partners are reassured that no individual or group of persons shall be treated adversely for reporting suspicions of bribery or corruption. No detriment or consequence shall be levied upon any person or company for reporting any potential misappropriation, bribery, or corruption.

Monitoring & Review

Build with Hemp Limited remains committed to ensuring that this policy and its requirements are reviewed at intervals not exceeding 12 months, or where there are significant legislative changes, or whenever the matters to which this policy relates become no longer valid.

Practical Actions

Build with Hemp Limited shall enforce this policy throughout its employment contracts and in its agreements with our supply chain and business partners. Anti-bribery and corruption provisions will be included in all relevant contracts and agreements with third parties.

Build with Hemp Limited will act firmly in respect of any breach of this policy or relevant statutory requirement.

Failure of our supply chain or business partners to comply with the requirements of this policy will result in the termination of any contractual agreement (automatically where there can be proven a breach of any statutory requirement), resulting ultimately in the serious consideration of any future contracts.

Employees found to be in contravention of this policy shall face disciplinary action, which may result in termination of employment and the passing of any relevant information to the authorities, with the potential for criminal and/or civil proceedings.

Build with Hemp Limited shall look to its supply chain and business partners to adopt similar policies and encourage comparable arrangements with their own supply chain.

If you have any concerns or queries relating to issues identified within this policy, you should not hesitate to bring them to the attention of our Anti-Corruption Compliance Officer.

Michael Walker
Managing Director