

## Anti Bribery Policy Statement

The Forest Group operates a zero tolerance policy in respect of any form of bribery or corruption. The Forest Group is committed to applying the highest standards of ethical conduct and integrity in its business activities.

The Group's approach to bribery and corruption is underlined not only by adherence to all relevant legislation including but not limited to the Bribery Act 2010 ("The Relevant Requirements") by ensuring, as far as possible, that its business activities are genuine and ethical. The Forest Group expects all its employees and those that work for and with the Group to maintain the highest standards of integrity and conduct in all their business dealings.

### Key Principles

1. **Integrity** – The Forest Group employees and those acting on behalf of the Group (business partners) must not act in any way that could undermine or give rise to allegations or doubts about their integrity or commitment to a zero tolerance approach to bribery and corruption. In particular, employees and business partners must conduct all business relationships fairly and honestly.
2. **Transparency** – The Forest Group employees and business partners must exercise extreme care to ensure their business dealings are clear and ethical. Forest Group do not, directly or indirectly, offer, promise, give, accept or demand a bribe or other undue advantage (including excessive gifts and hospitality) in order to obtain or retain business, or gain any other improper advantage.
3. **Reporting Bribery** – The Forest Group encourages employees and business partners to immediately report any suspected business wrongdoing via a designated Line Manager in a confidential and safe manner. All employees and partners are reassured that no employee or business partner will suffer any adverse consequences for refusing to take part in bribery or corruption, or for reporting suspected business wrongdoing.
4. **Policy Action** – A breach of this policy by an employee will be treated as grounds for disciplinary action, which may result in a finding of gross misconduct and immediate dismissal and may also result in criminal prosecution and/or civil proceedings.

The Forest Group will not conduct business with service providers, agents or representatives that do not support their Anti-Bribery objectives.

#### The Forest Group UK

Stardens Works, Tewkesbury Road, Newent, Gloucestershire GL18 1LG  
Tel: 01531 828960 Fax: 01531 828968 Email: [info@forestgroupuk.co.uk](mailto:info@forestgroupuk.co.uk) [www.forestgroupuk.co.uk](http://www.forestgroupuk.co.uk)

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