



Anti-Bribery & Corruption **Policy**

IMS-POL-003

1. Purpose

ENSMART POWER is committed to conducting business with honesty, integrity and transparency. We operate a zero-tolerance approach to bribery and corruption and are committed to complying with the UK Bribery Act 2010 and all applicable anti-corruption laws in the countries where we operate.

2. Scope

This policy applies to all employees, directors, temporary workers, contractors, consultants, agents, distributors, suppliers and any person acting on behalf of ENSMART POWER.

3. Our Commitment

ENSMART POWER values its reputation for ethical behaviour and for financial probity and reliability. It recognises that over and above the commission of any crime, any involvement in bribery will also reflect adversely on its image and reputation. Therefore

ENSMART POWER will:

- Never offer, promise, give, request or accept a bribe or any improper financial or other advantage.
- Conduct business fairly, ethically and transparently.
- Ensure all business decisions are made based on merit and legitimate commercial considerations.
- Maintain accurate books, records and financial controls.
- Promote a culture of integrity throughout our organisation and supply chain.

4. Gifts and Hospitality

Reasonable business gifts and hospitality may be accepted or offered where they are:

- Appropriate and proportionate;
- Given for legitimate business purposes;
- Transparent and properly recorded; and
- Never intended to improperly influence a business decision.

Cash gifts or cash equivalents must never be offered or accepted.

5. Reporting Concerns

Anyone who suspects bribery, corruption or unethical conduct is encouraged to report their concerns promptly to their manager or senior management.

ENSMART POWER will investigate all reports fairly and confidentially and will not tolerate retaliation against anyone who raises a genuine concern in good faith.

6. Responsibilities

All personnel are responsible for understanding and complying with this policy and for maintaining the highest standards of ethical business conduct.

Management is responsible for promoting awareness of this policy and ensuring appropriate controls are maintained.

7. Monitoring and Review

This policy will be reviewed periodically to ensure it remains effective, relevant and compliant with applicable legislation and business requirements.

Our Commitment

ENSMART POWER is committed to conducting business ethically, responsibly and with integrity. We expect the same high standards from our employees, suppliers, business partners and all organisations acting on our behalf.

Signed:



Deniz Keskin

Managing Director

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