

## Anti-Bribery Policy

Icomera is committed to applying the highest standards of ethical conduct and honesty in our business activities and we are proud of our reputation for acting fairly and ethically in all areas of our business. This reputation is built on the company's core values, those of its employees and our collective commitment to act with integrity at all times.

Icomera and its employees work hard together to uphold their reputation and therefore Icomera takes a zero-tolerance approach to bribery and corruption of any form whether direct or indirect by, or of, its employees, associates, consultants and any persons or companies acting on behalf of Icomera.

The giving or receiving of a payment to influence business transactions is indefensible and is prohibited. No bribes of any kind may be paid to or accepted from our customers, a public or private company, a government official, a political party or an individual regardless of their location.

We expect our employees to be aware and take care when giving or receiving gifts and entertainment. Any gifts must be appropriate, proportionate, made in good faith and must not create a conflict of interest. The giving of gifts or entertainment must be authorised by a member of the Management Team.

Conflicts of interest whether it is actual or apparent must be avoided. Decisions made by employees should be objective and based on the best interests of the company at all times. Further information on Icomera's anti-bribery processes and procedures are laid out in the Icomera Code of Conduct policy, which all employees have access to.

Icomera's Global Management Team take full responsibility in ensuring all its employees are aware of its anti-bribery policy, that it is adhered to and that any anomalies are fully investigated in accordance with the Bribery Act 2010.

We look to our employees' support and professionalism in upholding our values, ensuring the elimination of bribery and in making this policy truly effective on behalf of Icomera.

## Document Information

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<b>2021-07-26</b>	1.0	Policy written within its own right
<b>2022-03-14</b>	1.1	Document formatting amended by Marketing
<b>2022-10-07</b>	1.2	Reviewed, no changes made