



COMPANY POLICY: ANTI BRIBERY

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Bribery & Corruption

Colorman's policy on Bribery and corruption is in full compliance with the Prevention of Corruption (Amendment) Act, 2001. There are strong penalties in place, of up to 10 years imprisonment and an unlimited fine, for those found guilty of offences under the Act, including convictions of bribery of foreign public officials by Irish nationals and companies. Colorman's policy on corruption also mirrors the Prevention of Corruption (Amendment) Act 2010 came into force in December 2010. A key provision in the Act is the protection afforded to whistle-blowers who make reports, in good faith, of offences under the Corruption Acts, 1889 to 2010. The Act also provides that reports of suspected offences can be made on a confidential basis to "a confidential recipient". Colorman's provision for a whistle blowers channel is through the company O'Hanrahan & Co Solicitors who will hear submissions in full confidence.

Employees are not permitted to accept any gifts, loans, favours from any competitor, or any person or Company doing business with Colorman that would constitute, or be perceived as constituting, a conflict of interest. When a staff member visits a customer or supplier site they are expected to observe all site operational regulations and to cooperate with the requirements of the site. Supplier or customer and his/her delegated representatives. Failure to comply with this may result in disciplinary action.

Authorisation by:

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