

Anti-Bribery Policy Statement

Chronos is committed to applying the highest standards of ethical conduct and integrity in its business activities in the UK and overseas. Every employee and individual acting on behalf of Chronos is responsible for maintaining our reputation and for conducting company business honestly and professionally.

Chronos believes that bribery and corruption has a detrimental impact on business by undermining good governance and distorting free markets. Chronos benefits from carrying out business activity in a transparent and ethical way to help to ensure that there is honest, open and fair competition. Chronos believes it can lead the market through innovation and by delivering excellent service to its customers and clients. Transparent, fair conduct helps to foster deeper relationships of trust between Chronos and its business partners and customers - it is vital for our reputation and future growth.

Chronos does not tolerate any form of bribery, whether direct or indirect, by, or of, its employees, officers, agents or consultants or any persons or companies acting for it or on its behalf. The Board and Senior Management team are committed to implementing and enforcing effective systems throughout Chronos to prevent, monitor and eliminate bribery, in accordance with the Bribery Act 2010.

A bribe is deemed to be a financial advantage or other reward that is offered to, given to, or received by an individual or company (whether directly or indirectly) to induce or influence that individual or company to perform public or corporate functions or duties improperly.

Chronos employees are strictly prohibited from making, soliciting or receiving any bribes or unauthorised payments. As part of its anti-bribery measures, Chronos is committed to transparent, proportionate, reasonable and bona fide hospitality and promotional expenditure. Such expenditure shall be authorised in advance, in accordance with the procedures set out in the Anti-Bribery Policy and in line with the corporate Expenses Policy.

Any breach of the Chronos Anti-Bribery Policy by an employee shall be treated as grounds for disciplinary action, which may result in a finding of gross misconduct, and immediate dismissal. Bribery is a criminal offence which may result in up to 10 years' imprisonment and/or an unlimited fine for the individual and an unlimited fine for the organisation.

The success of our anti-bribery measures depends on all employees playing their part in helping to detect and eradicate bribery. Therefore, all employees are encouraged to report any suspected bribery in accordance with the procedures set out in the anti-bribery policy.