

Lindner Interiors Limited take a zero-tolerance approach to bribery and corruption and regards this as a matter of great importance that all employees ensure that everything the Company does adheres to strong ethical values and complies with the relevant laws governing the way it does business. The lack of clear ethical principles could have devastating affects on the commercial interests of the Company, leading to loss of business, professional reputation and significant adverse claims.

Lindner Interiors Limited is committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

This policy applies to all persons working for or on the company's behalf in any capacity, including employees at all levels, directors, Board members, agency workers, interns, volunteers, seconded workers, contractors, external consultants, third-party representatives and business partners.

This policy consists of two straightforward rules that all employees must adhere strictly to:

- Do not offer, promise or pay bribes.
- Do not request, agree to or accept bribes.

The Company will not tolerate an employee who achieves results at the cost of breaking laws or unscrupulous dealing, nor will it support an employee who fails to pass up an opportunity or advantage which would sacrifice ethical standards.

Bribery is any inducement or reward offered, solicited or accepted, promised or provided to gain personal, commercial, regulatory or contractual advantage. Bribery is a criminal offence.

The risks of corruption are not always obvious. Accordingly, employees should follow these principles:

- Do not make payments to someone (or favour them in any other way) if you know that this will involve someone in misuse of their position (or them performing their functions improperly).
- Do not misuse your position (or perform your functions improperly) in connection with payments (or other favours) for yourself or others.
- If anyone suspects that any bribery, corruption or other breach of this policy has occurred or may occur, they should notify a Director as soon as possible.

If you believe or have suspicions that there has been a breach of this policy, you should feel at liberty to report this via the iWhistle, whistleblowing system. The iWhistle portal can be found on our company website within the compliance section, along with the company's whistleblowing policy.

Employees who are found to breach this policy will face action within the Company's disciplinary procedures which could result in summary dismissal for gross misconduct and may also be subject to civil and/or criminal prosecution. It is the responsibility of all employees to be vigilant and any reports or suspicions of bribery will be rigorously investigated. Any non-employee who breaches this policy may have their contract terminated with immediate effect and be referred to the relevant authorities.

With regard to the provision and accepting of normal and appropriate corporate hospitality, if in doubt as to whether a potential act constitutes bribery, the matter should be referred to your Departmental Director before proceeding.

This policy does not prohibit the giving or accepting of reasonable and appropriate hospitality for legitimate purposes such as building relationships, maintaining our image or reputation, or marketing our products and services. These should not be unduly lavish or extravagant, or seen as an inducement or reward for any preferential treatment (for example, during contractual negotiations or a tender process). Any gifts or hospitality will always be given in the Company's name, not personally.

We set the bar high in respect of behaviours, by actively promoting consideration and thoughtfulness of how we conduct ourselves and how others may wish to be treated. Everyone has an essential role to play in ensuring they promote fairness, inclusion and respect in the workplace.

This policy does not form part of any employee's contract of employment and we may amend it at any time, subject to notification to all staff.

This policy will be reviewed annually.

A handwritten signature in black ink, appearing to read 'Schmidhuber'.

Martin Schmidhuber

Managing Director

Date: 26 September 2024