

20 October 2019

# Anti-bribery policy

**All members and employees of Wikborg Rein shall read and understand the following policy statement:**

It is Wikborg Rein's policy to conduct all its business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and to implement and enforce effective systems to counter bribery.

We will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. If Wikborg Rein is found to have taken part in corruption it could face, inter alia, significant fines and serious reputational damage. We therefore take our legal responsibilities very seriously.

This policy is given force in a detailed anti-bribery programme endorsed by the board of Wikborg Rein which is regularly revised to capture changes in law, reputation demands and changes in our business. All members and employees of Wikborg Rein are required to comply with this policy.