

Unicorn fire & safety solutions:

Anti-Bribery Statement



Unicorn fire & safety solutions are committed to operating with integrity and upholding the highest standards of ethical professional conduct in its business activities. Every employee and associated person acting on behalf of Unicorn fire & safety solutions is responsible for maintaining both the reputation of the company and the highest standards of business conduct.

Unicorn fire & safety solutions believes that bribery and corruption has a detrimental impact on business. It undermines company management and replaces honest, transparent competition in the automotive industry with injustice within the business environment. Unicorn fire & safety solutions' excellent reputation is a result of outstanding products and customer service which exceeds all expectations. These features differentiate Unicorn fire & safety solutions from its competitors. Such professionalism, which is essential for Unicorn fire & safety solutions' reputation and growth, combined with business conduct based on fairness and transparency builds trusting relationships with customers and business partners

Unicorn fire & safety solutions does not tolerate any form of bribery, whether direct or indirect by its employees or associates. The Director is committed to implementing and enforcing effective systems throughout the company which will prevent, monitor and eliminate bribery in accordance with the Bribery Act 2010.

Unicorn fire & safety solutions has issued an anti-bribery policy, applicable to all employees and associates, which clearly sets out the company's position on preventing and prohibiting bribery. This has been made available to all employees in hard copy and on the intranet. All employees and associates acting for the organisation are required to read and comply with the organisation's anti-bribery policy.

A bribe is defined as a financial or other advantage that is offered or requested with the intention of inducing or rewarding improper performance of a function or activity or the knowledge or belief that accepting such a reward would constitute the improper performance of such a function or activity. All employees and associates of Unicorn fire & safety solutions are strictly prohibited from making, soliciting or receiving any bribes or facilitation payments.

As part of its anti-bribery measures, the organisation is committed to genuine, transparent, proportionate and reasonable hospitality and promotional expenditure. Such expenditure must be authorised in advance with the Director as set out in the Bribery Policy.

If an employee does breach Unicorn fire & safety solutions Bribery Policy, then disciplinary action will be invoked under the Disciplinary Policy and the matter may well be treated as gross misconduct. This in turn may subsequently result in immediate dismissal. In addition employees and associates should note that bribery is a criminal offence that could result in up to 10 years' imprisonment and/or an unlimited fine for the individual and an unlimited fine for the organisation.

Unicorn fire & safety solutions will not conduct business with any individual or company that does not support Unicorn fire & safety solutions' anti-bribery objectives. Unicorn fire & safety solutions reserves the right to terminate immediately its contractual arrangements with any associates if there is evidence that they have committed acts of bribery.

All employees are expected to help Unicorn fire & safety solutions detect and eradicate bribery in order to ensure the success of the anti-bribery measures. All employees and associates are expected to report any suspected bribery directly to the Director as set out in the Bribery Policy. Individuals who make such a report in good faith will be given every support by Unicorn fire & safety solutions in accordance with the procedures set out in the anti-bribery policy.

Mike Ablitt

Director Unicorn fire & safety solutions

1st August 2011