

Anti-bribery Statement

Bribery is a form of corruption. It is illegal and criminal. It is damaging to businesses, institutions and governments, and it has a harmful impact on societies and individuals. In nearly all countries, it is a criminal offence to offer, promise, give, request, or accept a bribe.

We are committed to acting professionally, fairly, ethically and with integrity in all aspects of our business, and to implementing and enforcing processes and systems to counter bribery and corruption.

We will not tolerate bribery and corruption, or anyone involved in it.

We expect our colleagues, customers, suppliers, people who win business for us, and joint venture partners, to comply with the United Kingdom Bribery Act of 2010 and local anti-bribery and anti-corruption laws when working with us.

We will take disciplinary action against any PCS colleague involved in bribery (both offering and receiving). This could result in dismissal and possible legal proceedings.

We may terminate our relationship with any customer, supplier, person who wins business for us, or joint venture partner if they are involved in bribery. We may also tell the relevant authorities as appropriate.

Reporting Suspected Bribery

You can report any suspected or actual acts of bribery or other concerns involving PCS in confidence.

- Email any concerns to **compliance@ocs.com**
- Via our whistle-blowing provider **Safecall** using the portal (**bit.ly/safecallportal**)
- Or by calling the numbers published on **Safecall** here (**bit.ly/safecallphone**).

