Anti-bribery and corruption policy

Owner: the Director **Last reviewed:** November 2026

Review cycle: at least annually

Commitment

Komos Solutions Ltd (“the Company”) has a zero-tolerance approach to bribery and corruption. The Company conducts its business honestly and ethically and complies with the Bribery Act 2010.

Scope

This policy applies to the Director, anyone working for the Company, and associates, partners and others acting on the Company's behalf.

What is not allowed

- Offering, promising or giving a bribe, or any financial or other advantage intended to induce someone to perform improperly.
- Requesting, agreeing to receive or accepting a bribe.
- Bribing a public official to obtain or keep business or an advantage.
- Making facilitation payments.
- Making political donations on behalf of the Company.

Gifts and hospitality

Modest, occasional gifts and hospitality given or received in the normal course of business are acceptable only if they are reasonable, proportionate, given openly and not intended to influence a decision. Gifts or hospitality must never be offered to anyone involved in an active procurement or tender process. Public-sector clients' own rules on gifts and hospitality are always respected. Significant gifts and hospitality are recorded.

Conflicts of interest

Any actual or potential conflict of interest is declared to the Director and, where relevant, to the client, and is managed or avoided.

Associates, partners and suppliers

Associates, partners and suppliers acting on the Company's behalf are expected to comply with this policy, and this is reflected in written agreements where appropriate.

Procurement integrity

The Company competes fairly for public-sector work. It does not seek or use confidential information improperly, collude with other bidders or attempt to influence evaluators.

Raising concerns

Anyone who suspects bribery or corruption connected with the Company should raise it with the Director at hello@komossolutions.com. No one will suffer detrimental treatment for raising a genuine concern.

Consequences

Breach of this policy may lead to disciplinary action or termination of an engagement, and may be reported to the authorities.

Review

This policy is reviewed at least annually.

Komos Solutions Ltd, registered in England and Wales, company number 09084109. Registered office: 3 Westmead Drive, Newbury, Berkshire, RG14 7DJ.