

# Tennants Consolidated Limited

## **Policy Statement Governing Conflicts of Interest, Anti-Bribery & Business Ethics**

In accordance with the UK Bribery Act 2010, Tennants Consolidated Ltd and all of its subsidiary companies (“the Group”) prohibit all persons associated with the Group (including employees, officers, directors, agents, contractors, distributors, joint-venture partners and attorneys of any Group company) from giving, offering, or promising anything of value to any other person, with the intention to facilitate or gain an unfair business advantage.

Additionally, soliciting, demanding, or accepting anything of value from any person who intends to influence or gain advantage in any business transaction of the Group is strictly prohibited.

By Order of The Board  
Tennants Consolidated Ltd  
January 2011