



## Ethical Conduct & Anti Bribery Policy

### 1. Introduction

VPK Ltd is committed to the highest standards of ethical and integrity in its business activities. This policy outlines VPK Ltd's position on preventing and prohibiting bribery, in accordance with the Bribery Act 2010. VPK Ltd will not tolerate any form of bribery by, its employees, agents or consultants or any person or body acting on its behalf. Senior management is committed to implementing effective measures to prevent, monitor and eliminate bribery.

### 2. Scope

2.1 This policy applies to the Directors, all employees, temporary workers, consultants, contractors and agents acting for, or on behalf of VPK Ltd. Every employees and associated person acting for or on behalf of, VPK Ltd is responsible for maintaining the highest standards of business conduct. Any breach of this policy is likely to constitute a serious disciplinary, contractual or criminal matter for the individual concerned and may cause serious damage to the reputation and standing of VPK Ltd

2.2 VPK Ltd may also face criminal liability for unlawful actions taken by its employees or associated persons under the Bribery Act 2010. All employees and associated persons are required to familiarise themselves and comply with this policy

2.3 This policy covers;

The main area of liability under the Bribery Act 2010

The responsibilities of employees and associated persons for, or on behalf of VPK Ltd.

Signature

Date -

14.02.19

Position -

VICTOR BOHDANYUK - DIRECTOR

Review -

14.03.20