

# Britvic Conduct of Business Policy Statement

Britvic's business is founded upon the principles of honesty, accountability and responsibility.

Britvic seeks to adhere to all laws relevant to countering bribery and corruption (of not making or accepting bribes to gain or influence business) and expects its employees and business partners to operate with honesty and transparency in all business activities.

Britvic has developed risk based controls and procedures in support of its ongoing commitment to ensure its businesses operate free from corrupt practices.

Britvic's Conduct of Business Policy applies to all employees whom are required to familiarise themselves and comply with the Policy.

A breach of the Conduct of Business Policy will be treated as grounds for disciplinary action, which may result in immediate dismissal.

In addition to the Conduct of Business Policy, Britvic provides staff training, a confidential whistle blowing procedure and will continue to monitor and review the Britvic compliance programme.

Britvic will not conduct business with service providers, agents or representatives that do not support Britvic's anti-bribery objectives.

The success of Britvic's anti-bribery measures very much depends upon everyone playing a part in detecting and eradicating bribery. Thus all employees and indeed anyone acting for or on behalf of the Britvic group of companies are encouraged to report any suspicious activity to [legalteam@britvic.co.uk](mailto:legalteam@britvic.co.uk). Britvic's Executive Board will support any individuals who make such a report in good faith.

The Code of Conduct Policy will be updated periodically, communicated for the clear understanding and involvement of all employees and is available to all other interested parties by clicking [here](#).

Paul Moody

Chief Executive