Killick Aerospace Ltd Anti-Bribery and Anti-Corruption Policy Statement

At Killick Aerospace Ltd, which includes all subsidiaries ("the Company"), we are committed to applying the highest standards of ethical conduct and integrity in all business activities. All employees and individuals acting on the Company's behalf are responsible for maintaining its reputation and for conducting business in an honest and professional manner while upholding all laws relevant to countering bribery and corruption in each of the jurisdictions within, which it operates, such as the Irish Criminal Justice (Corruption Offences) Act 2018, the British Bribery Act 2010, Singapore Prevention of Corruption Act and the US Foreign Corrupt Practices Act.

Our Stance on Bribery and Corruption
We are committed to fostering business operations that are transparent, ethical, and free from corruption. The Company has a zero-tolerance policy towards any form of bribery, be it direct or indirect. This applies to our employees, officers, agents, consultants, and any persons or entities acting for or on behalf of the Company.

Policies and Compliance
To support our commitment, the Company and its subsidiaries have developed and issued a comprehensive anti-bribery and corruption policy, including specific policies addressing gifts and corporate hospitality. It is imperative that all employees acquaint themselves with these policies and adhere to them meticulously.

Definition of Bribery
A bribe is defined as any financial advantage or other reward that is offered, given, or received by an individual or company (either directly or indirectly) with the intention of inducing or influencing the recipient to perform their public or corporate duties in a dishonest or improper manner.

Prohibitions and Expenditures
Employees and representatives of the Company are expressly forbidden from engaging in any act of bribery, including the making, soliciting, or accepting of any unauthorized payments or bribes. The Company does, however, permit transparent, proportionate, and bona fide hospitality and promotional spending, provided it is intended to reflect goodwill rather than to influence improper performance.

Violations and Penalties
Violating the Company's anti-bribery policies will lead to disciplinary action and could have severe legal consequences, including imprisonment and/or fines for individuals involved, as well as for the Company.

Business Partnerships
Killick Aerospace Ltd is committed to partnering only with service providers, agents, and representatives who share our dedication to combating bribery and corruption.

Reporting and Support
All employees and individuals associated with the Company are urged to report any suspected instances of bribery according to the procedures outlined in our Policies or, for third parties, directly to the Company [QA Manager].
The Company guarantees support for anyone who reports suspicions in good faith.



Niall Kerins
QA Manager