

## Anti-Fraud and Bribery Policy

Randstad CPE is committed to the prevention, deterrence and detection of fraud, bribery and all other corrupt business practices. Randstad CPE has zero tolerance toward such behaviour. Losses due to fraud, bribery and the like can be more than just financial in nature; they can potentially damage the company's reputation as well. The reputation of Randstad CPE for lawful and responsible business behaviour is of paramount importance and is one of its greatest assets.

This policy provides a coherent and consistent framework to enable Randstad CPE employees to understand and implement arrangements enabling compliance. In conjunction with related policies and key documents it will also enable employees to identify and effectively manage any potential breach.

It is a requirement that all personnel, including permanently employed, temporary agency staff and contractors:

- Act honestly and with integrity at all times and to safeguard the Company resources for which they are responsible
- Respect Randstad CPE customers, suppliers and other parties with whom it must interact to achieve its objectives by conducting business in an ethical, lawful and professional manner.

The key legislation and best practice that input into this policy are:

- UK Bribery Act 2010
- UK Fraud Act 2006
- UK Anti-Terrorism, Crime & Security Act 2001
- UK Money laundering Regulations 2007

Within Randstad CPE, the responsibility to control the risks of unethical business practices occurring reside at all levels of the organisation. It does not rest solely within assurance functions, but in all business units.

This policy covers all personnel, including those permanently employed by Randstad CPE, temporary staff and contractors.