



1. Compass Group Code of Business

1.1. The Compass Group has a Code of Business. An electronic copy of the code can be downloaded and read here: <http://www.compass-group.no/Ansvar/Code-of-Business-Conduct/>

The following sections are of particular relevance:

- 1.1.1. page 9 responsible deliveries
- 1.1.2. page 12 gifts and hospitality
- 1.1.3. page 16 money laundering/bribes and corruption
- 1.1.4. page 21 health and safety

1.2. The Supplier shall:

- read through, familiarise itself with and comply with Compass' Code of Business,
- ensure that the code has been issued to and is followed by all personnel and,
- agree, undertake and ensure that, in connection with the Supplier's provisions under this Contract, personnel will act consistently and in accordance with the principles set out in the Code of Business at all times.

2. Anti-corruption enterprises

2.1. As part of the company's procedures and in accordance with Compass' regulations concerning bribery, suppliers and agents appointed to deliver products or services for or on behalf of Compass Group are strictly prohibited from receiving payment or offering bribes in connection with Compass' operations.

2.2. In connection with this Contract and the transactions considered under the Contract, the Supplier shall be obliged to and shall accept that it will comply with applicable laws, rules, regulations, executive orders and/or statutory orders from the United Kingdom, USA and the country in which there are operations linked to anti-corruption and money laundering.

2.3. The Supplier confirms, undertakes to ensure that and certifies that it and all of its employees have not performed, offered, promised to perform, authorised the initiation of, and will not perform, offer or promise to perform or authorise the initiation of any payment or other transfers of financial benefits, other benefits or anything else of value, including but not limited to the provision of funds, services, gifts or entertainment, directly or indirectly to:

- a) public officials,
- b) directors, officers, employees or agents/representatives of an actual or potential counterparty, supplier or customer of Compass,
- c) directors, officers, employees or representatives of Compass or its partners or third parties,
- d) political parties, representatives of a political party or candidates for public office,
- e) agents or intermediaries for the payment of any of the above, or
- f) other persons or entities,

for the purpose of achieving, rewarding or influencing the award of this Contract or for any improper advantage or improper purposes where it would be inappropriate for the person to accept such an advantage in connection with the performance of this Contract and the transactions planned, including or in connection with other business transactions involving Compass Group and where the extent would contravene or be incompatible with the principles/requirements set out in applicable laws and regulations relating to bribery and money laundering as applicable to Compass Group, the Supplier or the respective parent companies, including but not limited to the British Act on Bribery of 2010, the British Act on Anti-terrorism, Criminality and Security of 2001, the American Act on corrupt practice and subsequent legislation, legislation implemented in the OECD Convention on the combating of bribery of foreign public officials in international business and the UN Convention on corruption, and/or money laundering legislation in the country of operations.

2.4 Regardless of the previous undertakings, the Supplier shall consent and undertake to notify Compass Group immediately upon identifying an incident in which the Supplier or agent has failed to comply with any provision of this Clause.