

STOUT SIGN ANTI-CORRUPTION POLICY FOR ALL SUPPLIERS

Introduction:

The STOUT SIGN COMPANY LLC (“**Stout Sign Company LLC**”) is dedicated to conducting business and relationships in a lawful, honest and ethical manner. A part of this dedication is implementing adequate procedures towards knowing that our agents and suppliers of goods and services (“**You**”) conduct business for and on behalf of Stout Sign Company LLC in full compliance of all applicable laws relating to bribery and corruption, including the UK Bribery Act 2010 and US Foreign Corrupt Practices Act 1977 (“**Laws**”).

Policy

The purpose of this anti-bribery and anti-corruption policy to set out guidance to You concerning Your activities for Stout Sign Company LLC because Stout Sign Company LLC takes a zero-tolerance approach to bribery and corruption in every jurisdiction in which we operate. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships. This means that everyone who acts for Stout Sign Company LLC is prohibited from engaging in conduct that constitutes Bribery and/or Corruption. (defined below).

Bribery is offering, promising, giving or accepting any financial or other advantage to encourage the receiver or any other person to perform their functions or activities improperly or to reward that person for having already done so.

Corruption is the abuse of entrusted power or position for private gain.

Bribes can manifest in numerous forms, such as facilitation or kickback payments (to “encourage” someone to perform his/her role), monetary gain or any other advantage. Bribed actions can be obvious, or it can surround subtle administrative tasks such as import/export matters or the processing of a license. Bribery is a crime in most countries and so the penalties are usually criminal as well as financial and can be severe.

We do not make, and will not accept, facilitation payments or "kickbacks" of any kind. You must avoid any activity that might lead to a facilitation payment or kickback being made or accepted by us or on our behalf, or that might suggest that such a payment will be made or accepted. If you are asked to make a payment on our behalf, you should always be mindful of what the payment is for and whether the amount requested is proportionate to the goods or services provided. You should always ask for a receipt which details the reason for the payment. If you have any suspicions, concerns or queries regarding a payment, you should raise these with the Legal team.

It does not matter if Bribery is committed before or after the business transaction on which the Bribe was performed. Attempts to Bribe at any time is illegal and carries liability for the Stout Sign Company LLC group of companies. As a Stout Sign Company LLC agent or supplier, You should not Bribe any person nor should you request, receive or promise to receive Bribes from any person.

Action

This policy is intended to communicate that actions which (either directly or indirectly) promise, offer, authorise or provide anything of value to influence a person to act in favour of You so that You can obtain, retain or “facilitate” business, OR Your acceptance or offer to accept such actions to act in such favour of another person, constitute Bribery and is strictly prohibited.

If You become aware that such an event may have taken place either in direct or indirect relation to the matters in which You act for STOUT SIGN COMPANY LLC, we rely on You, our business partner, to escalate this to your local Stout Sign Company LLC management so that any necessary investigations can take place.

Individuals who refuse to accept or offer a bribe, or who raise concerns or report another's wrongdoing, are sometimes worried about possible repercussions. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no one suffers any detrimental treatment as a result of refusing to take part in Bribery or Corruption, or because of reporting in good faith their suspicion that an actual or potential Bribery or other Corruption offence has taken place, or may take place in the future.

We may terminate our relationship with individuals and organisations working on our behalf if they breach this policy.

Your Declaration:

Please complete the declaration below to confirm your understanding of this policy and how it should be the foundational guidance of all Your decisions and actions that You carry out for Stout Sign Company LLC.