

# Anti-Corruption and Bribery Policy

**CUADRILLA RESOURCES LIMITED** is committed to conducting all of its business in an honest, lawful and ethical manner. Cuadrilla takes a zero-tolerance approach to all forms of bribery and corruption. All employees, contractors, consultants and suppliers are required to act professionally, fairly and with integrity in all business dealings and relationships wherever we operate around the world.

Cuadrilla will pursue this commitment by:

- J Providing detailed anti-bribery procedures which form part of the Cuadrilla employee handbook. The procedures will be regularly reviewed and approved by the board of directors
- J Providing regular, relevant anti-bribery training on how to implement and adhere to the policy
- J Expecting suppliers, contractors, consultants and business partners to conduct their business in accordance with Cuadrilla's policy
- J Not giving, promising or offering a bribe for any purpose including business advantage
- J Strongly discouraging the acceptance of gifts and hospitality, unless it is of a modest value. All gifts irrespective of value to be reported to and approved by the relevant line manager as appropriate
- J Not making, and not accepting, facilitation payments or kickbacks of any kind
- J Not making contributions to political parties
- J Not making any charitable donations for the purpose of gaining commercial advantage
- J Keeping accurate and complete financial records and having appropriate internal controls in place to monitor adherence to this policy
- J Ensuring that there is no modern slavery or human trafficking in any part of Cuadrilla's business and requiring our suppliers to act in the same way
- J Facilitating disclosure of any concerns about any issue or suspicion of malpractice

We encourage any concerns to be reported at the earliest stage to the compliance officer, Rebecca Henworth, Company Secretary.

Please send mail to [compliance@cuadrillaresources.com](mailto:compliance@cuadrillaresources.com)



Francis Egan  
Chief Executive Officer  
**CUADRILLA RESOURCES LIMITED**

**Date of issue: 13 December 2016**

Version: 4

