

## **Anti-Bribery Policy Board Statement**

IPR does not tolerate bribery or any other form of corrupt business behaviour.

No one acting for IPR is allowed to offer or to give any form of advantage, whether monetary or otherwise, to any individual or company, in order to influence their behaviour contrary to honesty or integrity, or with the aim of gaining a commercial advantage. Further, no-one is allowed to request, to agree to receive or to accept such an advantage.

This applies to all IPR business with the public and private sectors.

Bribery is against the laws of many countries and it is the very opposite of everything IPR stands for. IPR requires compliance with the highest ethical standards and all laws and regulations that apply to its business. IPR values integrity and transparency and prohibits corrupt activities of any kind, whether committed by IPR employees or by third parties acting for or on behalf of IPR.

This anti-bribery principle fully reflects the values and ethical principles set out on the IPR Ethics Charter.

Violations of this anti-bribery principle can have serious, including criminal, consequences for individuals as well as for IPR. Hence, IPR employees and third parties acting for or on behalf of IPR will be held accountable if they do not comply with this anti-bribery principle.

The Board of Directors of IPR is closely overseeing IPR's bribery prevention policies, procedures and processes. It is the firm intention of the IPR Executive Team to ensure that anti-bribery policies, procedures and processes are embedded in the IPR organisation and the conduct of its business, under the responsibility of the IPR line managers. To support this vision, a dedicated Ethics & Compliance activity has been included in the mission of the IPR HQ Legal Department.

IPR is committed to conducting business in full compliance with anti-bribery laws and regulations. This is a critical exercise, in particular given the UK Bribery Act which applies to IPR and which has potential implications for acts carried out anywhere in the world, as well as for acts by third parties in connection with IPR's business. IPR regards compliance with anti-bribery laws as crucially important and everyone who acts for IPR is expected to apply the highest standards of integrity to all their activities and to comply fully with the IPR ethical principles, policies, procedures and processes. This will ensure that IPR's operations are aligned with ethical responsibilities and maximise the longterm sustainability of our business and of the communities in which we operate.



Dirk Beeuwsaert  
Chairman of the  
Board of Directors



Sir Rob Young  
Board member in charge  
of monitoring ethics and  
compliance activities



Philip Cox  
Chief Executive Officer