

### ANTI-TAX EVASION POLICY STATEMENT

Grafters Recruit Limited has adopted this policy statement in line with the Criminal Finances Act 2017. It is our policy to comply with the law and to conduct all of our business dealings in an honest and ethical manner.

It is a criminal offence to dishonestly evade tax or to assist others to do so.

We expect the businesses and people we engage with, to comply with their tax obligations and Grafters Recruit Limited has a zero tolerance policy for any of our Directors, Officers or employees to knowingly assist or encourage tax fraud by any of our customers, suppliers or others parties we do business with.

We are committed to the following principles:

- We will not provide services to parties where we know or suspect that these will be misused or abused by a client for the purposes of fraudulent tax evasion.
- We will carry out our business fairly, honestly and openly.
- We will not buy services or goods from any supplier where we know or reasonably suspect them not to be properly declaring their income and any tax relevant duties in connection with those activities.
- Any of our employees found to be in breach of these principles will face disciplinary action up to and including dismissal.
- Not fail to promptly report any request or demand from any third party to facilitate the fraudulent evasion of tax by another person.
- Not engage in any other activity that might lead to a breach of this policy.

The above is not an exhaustive list and the best defence against tax evasion and facilitation of tax evasion remains the vigilance of our employees and the adoption of a common-sense approach supported by our clear Whistleblowing procedure.