

## Anti-Bribery Policy for Trustees, Members of Committees and any persons involved with the business, research and activities of OAMEAS (& Kindred Spirits)

OAMEAS strives to uphold responsible and fair business practices. It is committed to promoting and maintaining the highest level of ethical standards in relation to all of its business and non-fiscal activities. OAMEAS therefore operates a zero tolerance policy towards bribery and corruption and is committed to acting fairly and with integrity in all of its business dealings and relationships and in implementing and enforcing effective systems to counter bribery.

Our anti-bribery policy applies to all Trustees, Elected Officers, Members of Committees and any person involved with the business, research and activities of OAMES (Kindred Spirits).

The Chair of OAMEAS is the Anti-Bribery Officer and is responsible for monitoring the Anti-Bribery Policy. All questions and concerns should be referred thereto.

OAMEAS recognises that practices may vary from country to country or from culture to culture. What is considered unacceptable in one place, may be normal or usual practice in another. If in doubt as to what might amount to bribery or what might constitute a breach of our policy, the matter should be referred to the Chair.