

Baxi Heating Statement on Anti-Bribery and Corruption

Introduction

Baxi Heating is committed to the prevention, deterrence and detection of fraud, bribery and all other corrupt business practices. Our policy on bribery is clear: we have zero-tolerance for the paying or receiving of bribes or any other corrupt payments such as facilitation payments, kickbacks or inappropriate gifts and hospitality.

All colleagues, both permanent and temporary, as well as contractors, agents and third parties are required to act honestly and with integrity to safeguard the assets and reputation of the company. They must conduct business on behalf of the company in a lawful and ethical way, which includes compliance with the laws and regulations of all countries in which Baxi Heating operates.

Behaviour which amounts to bribery or corruption

- Offering, promising or giving a bribe
- Receiving or requesting a bribe
- Receiving or paying a facilitation payment
- Receiving a kickback payment
- Bribing a foreign official
- Abuse of a position of trust

Whistleblowing procedure

Anyone who suspects corrupt business practices or inappropriate behaviour of any employed person of Baxi Heating, whether this is a direct employee, contractor or installer of any of our products, can address their concerns via the whistleblower hotline: whistleblower@bdrthermea.com

Reports may be submitted on a confidential basis or anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.