

Anti-Bribery and Anti Collusion Policy

Radiocom Systems Limited prohibits employees or associated persons from offering, promising, giving, soliciting, or accepting any bribe or colluding with anyone. The bribe or collusion could be intended to ensure that a person or organisation improperly performs duties or functions to gain any commercial, contractual or regulatory advantage for the business in either obtaining or maintaining Radiocom Systems Limited business, or to gain any personal advantage, financial or otherwise, for the individual or anyone connected with the individual.

Individual responsibilities include:

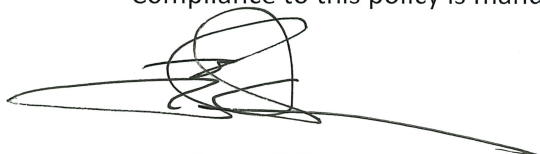
- To understand and comply with this policy.
- The prevention, detection and reporting of bribery and other forms of corruption.
- To notify a Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

Any suspected breaches of this policy will be investigated under the company's disciplinary procedure. We reserve our right to terminate any contractual relationship with associated persons if they breach this policy.

All Directors, employees and associated persons have a responsibility to prevent, detect and report bribery or collusion. Individuals are encouraged to raise concerns about any instance or suspicion of malpractice at the earliest possible stage. If you are unsure whether an act constitutes bribery, or if you have any other queries, these should be raised with a Director.

Radiocom Systems Limited is committed to ensuring no one experiences any detrimental treatment because of refusing to take part in collusion, bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential collusion bribery or other corruption offence has taken place or may take place in the future.

Compliance to this policy is mandatory for all. The policy will be reviewed annually.



Bhupinder Sidhu
Operations Director
Radiocom Systems Limited