



Dear Supplier,

Thank you for your interest in doing business with Gates Industrial Corporation plc. Gates chooses its suppliers based on quality, technology, service, pricing, and the supplier's ability to meet our requirements regarding legally compliant and ethical conduct.

This letter is intended to ensure that you are aware of Gates' Anti-Corruption Policy. Gates is committed to maintaining the highest ethical and legal standards. As such, we strive to comply with both the letter and spirit of the growing body of international anti-corruption laws that apply to our businesses, and to avoid actions that could give rise to even the appearance of impropriety.

Gates' Anti-Corruption Policy prohibits the giving or receipt of anything of value to any person or entity related to Gates' business, when the giving or receipt is for an improper purpose. This includes suppliers, vendors, customs agents, freight forwarders, brokers, and/or any other third party who acts on behalf of Gates.

Specifically, Gates' Policy provides:

- All employees and agents of Gates are prohibited from accepting or agreeing to accept "anything of value" for the purpose of influencing a business decision, or in any situation in which the employee or agent would be placed under a real or perceived obligation to the giver.
- "Anything of value" means more than just money. It includes, but is not limited to, charitable donations, political contributions, travel expenses, hospitality, entertainment, tickets to events, gifts, discounts, offers of employment, scholarships and personal favors.

Gates understands that gifts and entertainment can sometimes be a part of doing business. However, these "gifts" should never be given or accepted for an improper purpose. Gifts of cash or cash equivalents, such as gift cards, are strictly prohibited.

Gates' Anti-Corruption Policy is located on the [gates.com](http://gates.com) website. If you have questions regarding the Policy, please direct them to your contact at Gates.

Thank you for your commitment to ethical business practices.

Gates Industrial Corporation plc