



27/02/2025

Anti-bribery & Corruption Policy

Ryder International Limited (trading as The Solid Wood Flooring Company, Impervia Flooring & Trident Laminate Flooring) operates a zero-tolerance view of all forms of bribery and corruption. We are committed to ensuring that our business is conducted according to ethical, professional and legal standards in a fair, honest and open manner.

The offer, request or acceptance of an offer, gift or any form of bribe whether extorted or not, are prohibited. This includes any employee or business partner from arranging or accepting a bribe. This relates to any offers from customers, agents, contractors, suppliers, government officials or other employees, for their own (or those associated with them) benefit.

Our action plan to eliminate bribery and corruption:

1. Regularly review controls, ethics and compliance programmes that enable the detection of bribery and corruption.
2. The CEO will oversee the development and implementation of this policy and to monitor compliance.
3. Ensure the maintenance of fair and accurate books, records and accounts so that they cannot be used to hide bribery or corruption.
4. The continual assessment of the risk of bribery and corruption taking place to better action effective, efficient and transparent controls to reduce exposure to those risks.
5. The setting of a clear policy to implement Ryder International's principles prohibiting bribery and corruption at all levels of the business.
6. Ensuring all staff, suppliers and subcontractors understand the policy.
7. Training of all relevant individuals to ensure compliance with our policies and procedures.
8. Periodic external audits and reviews of our policies and procedures to monitor, evaluate and improve their effectiveness particularly with chain of custody and FSC® and PEFC™ for our wood products (including laminate). In addition, we'll continue to test with FloorScore™ for air quality with our Impervia range.
9. Our employees and business partners are required to report any suspicions of bribery or corruption. Both formal and informal settings are to be available for any whistleblowing.
10. Controls in place to ensure correct disciplinary procedures for nonconformities of our policies and procedures.

We maintain our zero-tolerance policy on bribery & corruption and remain committed to ensuring an effective and continually developing policy.

Martyn Ryder
CEO