



Anti-Bribery Policy Statement

Endorphin Dealers Limited, referred to as Frame, is committed to sustainable, ethical business in compliance with applicable laws and regulations. Founded in 2009, Frame offers a positive alternative to the gym focusing on how movement makes you feel, rather than aesthetics and performance, offering a HUGE variety of classes under one roof to ensure that being fit and healthy, can also be fun and sociable.

Frame maintains an Anti-Bribery Policy, which is available to employees within the Employee Handbook, and summarised in this statement.

Bribery is a criminal offence. Frame prohibits any form of bribery. We require compliance, from everyone connected with our business, with the highest ethical standards and anti-bribery laws applicable. Integrity and transparency are of utmost importance to us and we have a zero-tolerance attitude towards corrupt activities of any kind, whether committed by employees or by third parties acting for or on behalf of the Company.

It is prohibited, directly or indirectly, for any employee or person working on our behalf to offer, give, request or accept any bribe ie gift, loan, payment, reward or advantage, either in cash or any other form of inducement, to or from any person or Company in order to gain commercial, contractual or regulatory advantage for the Company, or in order to gain any personal advantage for an individual or anyone connected with the individual in a way that is unethical.

Responsibility for this policy lies with Endorphin Dealer's Board of Directors.

Signed:

Date: