

To All Ai

4 May 2011

I need to tell you all about a new & important law that will affect all staff at Ai to varying degrees.

These are contained in "The Bribery Act" and are effective from 1 July 2011. This is nothing new for Ai as one of its key strengths is its ethical stance and the Ai Board of Directors have always been committed to establishing a culture within Ai in which corruption is eradicated.

So what will the new laws mean to us all at Ai?

Over the next few months, you will see some new policies and procedures and also changes to current ones. Examples may include:

- A new Bribery Act module will be incorporated into Ai's Training & Competency programme and training provided, as appropriate
- Your contracts of employment may need to be revised in line with the new laws

It is really important that we all at Ai comply with the new law. If either you, me, your colleagues or Ai (the company) don't, it could lead to dismissal from employment, fines, imprisonment, etc. We will, therefore, make sure that, by July 2011, you will all be in no doubt what we, together, need to do (or not do) to make sure we stick within the new laws.

The attached document (Ai's Draft Anti-Corruption Code) sets out Ai's intentions on the new law, at a high level. You will hear from Ai's Compliance Team in the next few months as to what that exactly means (in terms of changes) to you & Ai. In the meantime, if you have any queries on this, please do not hesitate to contact Paul McCarthy, Chet Mistry or Rob Nelson.

Regards

David

David Sandhu
Chief Executive Officer