



## Anti Bribery Corruption Policy

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all of our relationships and business dealings wherever we operate and to implementing and enforcing effective systems to counter bribery and corruption.

We will uphold all laws relevant to countering bribery and corruption. We remain bound by the laws of the UK, including the Bribery Act 2010.

The purpose of this policy is to:

- a. Set out our responsibilities, and of those working for us, in observing and upholding our position on bribery and corruption;
- b. Provide information and guidance to those working for us on how to recognise and deal with bribery and corruption issues.

Bribery and corruption are punishable for individuals by up to a ten years' imprisonment. As an organisation if we are found to have taken part in corruption, we could face an unlimited fine and face damage to our reputation. We therefore take our legal responsibilities very seriously in relation to;

- a. Receipt of gifts and donations; and
- b. Public procurement, particularly where the activities relate to construction.

To address these risks we have taken the following steps:

- a. Implemented an anti-bribery and corruption policy;
- b. Undertaken a training programme of senior management;
- c. Appointed the H&S Manager as the Compliance Manager to ensure compliance with Bribery Act issues;
- d. Reviewed and amended policies related to this Anti-corruption and Bribery Policy.
- e. Prepared standard clauses relating to Bribery Act issues for inclusion in key contractual documentation.

In this policy, third party means any individual or organisation you come into contact with during the course of your work for us, and includes actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, and government and public bodies, including their advisors, representatives and officials, politicians and political parties.

Who is Covered by the Policy?

This policy applies to all individuals working at all levels and grades, including senior managers, officers, directors, employees (whether permanent fixed-term or temporary), contractors, trainees, volunteers and agency staff, or any other person associated with us.

### What is Bribery?

A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory or personal advantage.



## Anti Bribery Corruption Policy

Bribery may be direct or indirect and can involve cash, gifts, hospitality, favours, services or any other advantage, for example:

### Offering a Bribe

You offer a potential business partner tickets to a major sporting event, but only if they agree to doing business with us.

This would be an offence as you are making the offer to gain a commercial and contractual advantage. We may also be found to have committed an offence because the offer has been made to obtain business for Megan Mechanical Services. It may also be an offence for the potential client to accept your offer.

### Receiving a Bribe

A supplier gives your nephew a job, but makes it clear that in return they expect you to use your influence in our organisation to ensure we continue to do business with them.

It is an offence for a supplier to make such an offer. It would also be an offence for you to accept the offer as you would be doing so to gain a personal advantage.

Receiving a bribe might also include cash or a cash equivalent (such as gift certificates or vouchers).

However, the receiving of gifts might be appropriate in some circumstances. For example, in the UK it is customary for small gifts to be given at Christmas time, taking into account the reason for the gift, it is of an appropriate type and value and given at an appropriate time and is given openly, not secretly; and is not offered to, or accepted from, government officials or representatives, or politicians or political parties, without the prior approval of the Compliance Manager.

### What is Not Acceptable?

It is not acceptable for you (or someone on your behalf) to:

- a. Give, promise to give, or offer, a payment, gift or hospitality with the expectation or hope that a business advantage will be received, or to reward a business advantage already given;
- b. Give, promise to give, or offer, a payment, gift or hospitality to a government official, agent or representative to "facilitate" or expedite a routine procedure;
- c. Accept payment from a third party that you know or suspect is offered with the expectation that it will obtain a business advantage for them;
- d. Accept a gift or hospitality from a third party if you know or suspect that it is offered or provided with an expectation that a business advantage will be provided by us in return;
- e. Threaten or retaliate against another worker who has refused to commit a bribery offence or who has raised concerns under this policy; or
- f. Engage in any activity that might lead to a breach of this policy.



# Anti Bribery Corruption Policy

## Facilitation Payments and Kickbacks

We do not make, and will not accept, facilitation payments or "kickbacks" of any kind.

If you are asked to make a payment on our behalf, you should always be mindful of what the payment is for and whether the amount requested is proportionate to the goods or services provided. You should always ask for a receipt which details the reason for the payment. If you have any suspicions, concerns or queries regarding a payment, you should raise these with the Compliance Manager.

Kickbacks are typically payments made in return for a business favour or advantage. All workers must avoid any activity that might lead to, or suggest, that a facilitation payment or kickback will be made or accepted by us.

## Gifts and Hospitality

This policy recognises that reasonable and proportionate hospitality or gifts may be acceptable in limited circumstances. Any gift or hospitality must be reasonable, proportionate, transparent, recorded and not intended to improperly influence a business decision.

Gifts or hospitality involving public officials, politicians or political parties must not be offered or accepted without the prior written approval of the Compliance Manager.

## Donations

Charitable donations will be made at the sole discretion of the Director.

## Your Responsibilities

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for us or under our control. All workers are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager and/or the Compliance Manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. For example, if a client or potential client offers you something to gain a business advantage with us or indicates to you that a gift or payment is required to secure their business. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct.

## Record Keeping

We must keep financial records and have appropriate internal controls in place which will evidence the business reason for making payments to third parties.

You must declare and keep a written record of all hospitality or gifts accepted or offered, which will be subject to managerial review.

You must ensure all expenses claims relating to hospitality, gifts or expenses incurred to third parties are submitted in accordance with our expenses policies and specifically record the reason for the expenditure.



## Anti Bribery Corruption Policy

All accounts, invoices, memoranda and other documents and records relating to dealings with third parties, such as clients, suppliers and business contacts, should be prepared and maintained with strict accuracy and completeness. No accounts must be kept "off-book" to facilitate or conceal improper payments.

### How to Raise a Concern

You are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage. If you are unsure whether a particular act constitutes bribery or corruption, or if you have any other queries, these should be raised with your line manager and/or the Compliance Manager.

In line with the Public Interest Disclosure procedure if you report your concerns in good faith, you will be supported and will not be subjected to any detriment as a result of raising your concerns. Failure to raise your concerns will be considered a breach of trust and dealt with under the Company's disciplinary process. Should any employee raise concerns, which are subsequently found to be in any way malicious, this will be dealt with under the Company's disciplinary process and may be treated as an act of gross misconduct.

Raising a concern in good faith will never result in disciplinary action, even if the concern turns out to be unfounded.

### What to do if you are a Victim of Bribery or Corruption

It is important that you tell the Compliance Manager as soon as possible if you are offered a bribe by a third party, are asked to make one, suspect that this may happen in the future, or believe that you are a victim of another form of unlawful activity.

### Protection

Workers who refuse to accept or offer a bribe, or those who raise concerns or report another's wrongdoing, are sometimes worried about possible repercussions. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no one suffers any detrimental treatment as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption offence has taken place. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Compliance Manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure.

### Training and Communication

All existing workers operating in areas that are perceived as high risk as far as the Bribery Act is concerned will receive regular, relevant training on how to implement and adhere to this policy. Our zero-tolerance approach to bribery and corruption must be communicated to all suppliers, contractors, agents and business and other partners at the outset of our relationship with them and as appropriate thereafter.

### Who is Responsible for the Policy?

Senior Management Team have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.



## Anti Bribery Corruption Policy

The Compliance Manager has primary and day-to-day responsibility for implementing this policy, and for monitoring its use and effectiveness and dealing with any queries on its interpretation. Management at all levels are responsible for ensuring those reporting to them are made aware of and understand this policy and are given adequate and annual training on it.

### Monitoring and Review

The Compliance Manager will monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible. Internal control systems and procedures will be subject to regular audits to provide assurance that they are effective in countering bribery and corruption. All workers are responsible for the success of this policy and should ensure they use it to disclose any suspected danger or wrongdoing. Workers are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Compliance Manager.

A handwritten signature in black ink, appearing to read 'G. Ley', is positioned above the printed name.

**Gerald Ley**  
**31 March 2026**