



MARSHALL CONSTRUCTION

ANTI-BRIBERY POLICY

MAY 2023

ANTI - BRIBERY AND CORRUPTION POLICY

This document sets out the rules of the Company in relation to anti-bribery and corruption matters in the United Kingdom.

Compliance with the Company's policy in relation to bribery and corruption is regarded as part of our contract of employment. If an employee fails for any reason to follow the rules set out in this document this may result in disciplinary action being taken against them which could result in their dismissal.

Bribery is the offer or receipt of any gift, loan, payment, reward or other advantage to or from any person as an encouragement to do something which is dishonest, illegal or a breach of trust, in the conduct of the Company's business.

Corruption is the misuse of entrusted power for private gain.

This policy document is not regarded as exhaustive, but does give specific examples of situations and sets out the rules and procedures and which should be followed.

If an employee at any time is uncertain as to whether their actions will comply with this policy, they must seek guidance from the **Finance** Director.

They should at all times act in accordance with the following provisions:-

- behave honestly, be trustworthy and set a good example;
- use the resources of the Company in the best interests of the Company and do not misuse those resources;
- make a clear distinction between the interests of the Company and their private interests to avoid any conflict of interest, and if such conflict does arise they should report it to the **Finance** Director immediately;
- ensure that any community support, sponsorship and charitable donations do not constitute bribery, and if in doubt they should consult the **Finance** Director;
- Confidentially report all incidents, risks and issues which are contrary to this policy document to the **Finance** Director;
- raise any issues regarding anti-bribery and corruption laws and the Company's policies. Queries will be dealt with anonymously and a written response will be issued;

- Do not offer or accept bribes.

- Do not, without express prior approval from the Managing Director or **Finance** Director, offer or accept any gifts or hospitality to or from clients, contractors, suppliers, other third parties or public officials.

Gifts are presents such as flowers, vouchers, food and drink. Event and travel tickets given to them as an individual are also gifts when they are not to be used in a hosted business context. Hospitality includes invitations to hosted meals, receptions and events for business purposes.

- Do not offer money to any public officials in order to speed up service or gain improper advantage. This type of bribery is a 'facilitation payment' and is illegal. If they are faced with a demand for a facilitation payment you must:

1. Actively resist the payment;
2. Inform the **Finance** Director.

The UK anti- bribery and corruption legislation applies to all activities of a UK-based business no matter where they are carried out in the world. This policy therefore applies to ALL activities worldwide, whatever the local law, practice or custom may be.

By complying with this policy document we aim to ensure that employees and the Company will not at any time knowingly breach any relevant anti-bribery and corruption legislation and also that by adhering to the Policy the Company can demonstrate that it has adequate procedures in place to prevent such activity.

Employees have an independent obligation to prevent bribery and corruption in the Company and to ensure that any interaction with public officials complies with this policy document and relevant laws.



B McDermott
Managing Director
22/05/2023
(Review May 2024)