

T R Fabrications Ltd

ANTI BRIBERY & CORRUPTION POLICY

We conduct our business activities with Integrity, Professionalism and Respect. These core values are central to maintaining the reputation of T R Fabrications and our continued business success. This Anti-Bribery and Corruption Policy applies to all T R Fabrications “employees” working on behalf of the company. T R Fabrications will uphold all laws relevant to countering bribery and corruption including the Bribery Act 2010 (‘the Act’). T R Fabrications do not tolerate, permit, or engage in bribery, corruption, or improper payments of any kind in our business dealings in the UK , both with public officials and people in the private sector. We consider compliance with anti-bribery laws to be more than a legal requirement. Working with Integrity is one of our core values and anti-bribery is at the heart of those values, our anti-bribery principles can be summarised as follows:

- DO NOT offer payments to someone (or any other favours, gifts or hospitality) if this might involve someone misusing their position or if someone may perceive that they are being requested to do so.
- DO NOT misuse your position in connection with payments (or any other favours, gifts or hospitality) for the benefit of yourself or others, or accept any of these advantages if you perceive you might or are being requested to misuse your position.
- DO NOT offer or give any gifts or hospitality where they are prohibited by the organisation for whom the intended recipient works (and in this regard always understand any specific rules of our clients and customers, whilst complying strictly too with our own gifts and hospitality policy).
- DO NOT offer payments to someone (or give other favours, gifts or hospitality) to try to influence public officials for business reasons.
- DO be aware that requests for commissions, donations, expense claims and various other forms of payment, expenditure or advantage can sometimes be disguised bribes.
- DO exercise common sense when considering issues involving your conduct and the conduct of others acting on our behalf. For example:
 - Could the activity be considered dishonest, unethical or illegal?
 - Could there be other negative consequences?
 - Could harm be caused to T R Fabrications or your own reputation?
- DO raise any bribery 'red flags' that you identify with T R Fabrications. Any employee found to be in breach of these principles shall face disciplinary action. No employee will suffer demotion, penalty, or other adverse consequence for refusing to pay bribes, even if it may result in T R Fabrications losing business. We will avoid doing business with others who do not commit to doing business without bribery. We are committed to an ongoing programme to counter the risk of T R Fabrications being involved in bribery.

Signed P Richardson

Job Title: Managing Director

Dated: 01/08/2023

