



Crown Roofing and Cladding Ltd Anti-bribery and Corruption policy

Statement of Intent

Crown Roofing and Cladding Limited values its longstanding reputation for ethical behaviour and integrity. Conducting business with a zero-tolerance approach to all forms of corruption is central to these values, the company's image, and reputation. The policy below sets out the standards expected of all employees in relation to anti-bribery and corruption. In particular all employees must adhere strictly to relevant laws in this area, including The Bribery Act 2010.

The Policy is also relevant to third parties who perform services for or on behalf of the Company. The Company expects those persons to adhere to the Policy or have in place equivalent policies and procedures to combat bribery and corruption.

Employees should note that it is a criminal offence to offer, promise, pay, request, or accept a bribe. A bribe does not need to be a monetary sum. It can be any form of advantage, a gift, a voucher, a holiday etc. offered or received. A contract does not need to have been won for a corruption offence to have been committed. Similarly, a recipient does not need to benefit personally from a bribe. Bribe can occur in the private and public sector.

Policy consists of two straightforward rules that all employees must adhere strictly to:

- Do not offer, promise, or pay bribes.
- Do not request, agree to, or accept bribes.

The risks of corruption are always obvious. Accordingly, employees should follow these principles:

- Do not make payments to someone (or favour them in any way) if you know that this will involve someone in misuse of their position (or them performing their functions improperly).
- Do not misuse your position (or perform your functions improperly) in connection with payments (or other favours) for yourself or others.

If any employee is in doubt as to whether a potential act could rise to corruption concerns, the matter should be referred immediately to Crown Roofing and Cladding Chief Operating Officer, Emma O'Gorman Wall.

Authorisation: ^{DocuSigned By:} Emma O'Gorman Wall, Director/COO

Signed by: Emma O'Gorman Wall
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Date: 4/15/2021

Emma O'Gorman Wall

Director/COO