

Anti-Bribery and Corruption Policy

Company Name: MDD Fabrication & Engineering Limited

Policy Owner: Managing Director

Effective Date: 24/02/2025

Review Date: 24/02/2026

1. Purpose

This policy outlines MDD Fabrication & Engineering Limited's commitment to preventing bribery and corruption in all its business dealings and relationships. It ensures compliance with the UK Bribery Act 2010 and promotes ethical conduct across the organisation.

2. Scope

This policy applies to all employees, directors, officers, contractors, consultants, and any other parties acting on behalf of MDD Fabrication & Engineering Limited.

3. Policy Statement

MDD Fabrication & Engineering Limited operates a zero-tolerance approach to bribery and corruption. The company is committed to conducting business ethically, transparently, and in compliance with all applicable laws.

4. Definition of Bribery

Bribery is defined as offering, giving, receiving, or soliciting something of value to influence a business decision or gain an unfair advantage. This includes cash payments, gifts, hospitality, or other benefits.

5. Prohibited Conduct

The following activities are strictly prohibited:

- - Offering or accepting bribes in any form.
- - Making facilitation payments.
- - Providing gifts or hospitality that could be perceived as a bribe.
- - Bribing public officials or private individuals.

6. Gifts and Hospitality

Gifts and hospitality must be reasonable, proportionate, and not intended to influence business decisions. All such exchanges must be recorded and approved by management.

7. Responsibilities

All employees and associated persons are responsible for:

- - Understanding and complying with this policy.
- Reporting any suspected bribery or corruption.
- Participating in training and awareness activities.

8. Reporting and Whistleblowing

Suspected bribery or corruption must be reported immediately to the Managing Director or through the company's whistleblowing procedure. Reports will be treated confidentially and investigated promptly.

9. Training and Communication

MDD Fabrication & Engineering Limited will provide regular training and communication to ensure all staff understand their responsibilities under this policy.

10. Monitoring and Review

This policy will be reviewed annually and updated as necessary to reflect changes in legislation or business operations.