

Anti-Bribery and Corruption Policy

Policy Statement

Top Lift Scaffolding Services Ltd (hereafter referred to as "the Company") is committed to conducting its business with integrity and in compliance with all applicable laws, regulations, and ethical standards. This Anti-Bribery and Corruption Policy outlines the Company's stance against bribery and corruption, setting clear expectations for employees, contractors, and associated parties on the prohibition of such practices.

Prohibition of Bribery and Corruption

The Company strictly prohibits any form of bribery, corruption, or facilitation payments, whether directly or indirectly, in all its business operations. This includes any payments, gifts, offers, or promises of any kind to influence decision-making, gain unfair advantage, or secure business.

Compliance with Laws

All employees and representatives of the Company must comply with the anti-bribery and corruption laws applicable in the jurisdictions where the Company operates. This includes, but is not limited to, the UK Bribery Act and other relevant international laws.

Gifts, Entertainment, and Hospitality

While acknowledging that legitimate business gifts, entertainment, and hospitality are common and acceptable practices, these must be reasonable, transparent, and proportionate. Any gifts or hospitality given or received must not be intended to influence decision-making or compromise the integrity of the Company.

Facilitation Payments

Facilitation payments are strictly prohibited. No employee or representative of the Company is allowed to make or receive facilitation payments, regardless of their size or frequency.

Due Diligence on Business Partners

The Company is committed to conducting due diligence on its business partners, including suppliers, contractors, and consultants, to ensure that they adhere to similar anti-bribery and corruption standards.

Reporting Procedures

Employees are encouraged to report any suspected or actual instances of bribery or corruption promptly. The Company provides a confidential reporting mechanism to allow individuals to report concerns without fear of retaliation.

Disciplinary Action

Any employee or appointed sub-contractor found to have violated this Anti-Bribery and Corruption Policy may be subject to disciplinary action, up to and including termination of employment. Legal action may also be pursued against individuals engaging in bribery or corruption.

Review and Updates

This policy will be regularly reviewed and updated to ensure its continued effectiveness and relevance to the Company's operations.

Conclusion

Top Lift Scaffolding Services Ltd is dedicated to fostering a culture of transparency, integrity, and compliance with anti-bribery and corruption standards. This policy is an integral part of the Company's commitment to ethical business conduct.

Signature

A handwritten signature in blue ink, appearing to read 'P. Dore', is written over a light blue horizontal line.

Pete Dore

Managing Director