



**New Wave Electrical Consulting Ltd**  
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## **Anti-Bribery & Corruption policy**

New Wave Electrical Consulting Ltd conducts all business with honesty, transparency, and zero tolerance for bribery or corruption. No employee, director, contractor, or third party may offer, give, request, or accept anything of value to improperly influence decisions or gain an unfair advantage. This includes cash, gifts, favours, entertainment, travel, job offers, or donations.

Reasonable and infrequent gifts or hospitality may be acceptable when used to build legitimate business relationships, but only if they are modest, lawful, clearly recorded, and not intended to influence outcomes. Cash or cash-equivalent gifts, lavish hospitality, or any benefit offered during negotiations are prohibited. Significant gifts or hospitality must be approved by management.

We do not allow facilitation payments—small or unofficial payments to speed up routine actions—as they are illegal in many jurisdictions. Third parties acting on our behalf must follow the same standards, and we will conduct due diligence before engagement.

Accurate records of all transactions, gifts, and expenses must be maintained. False documentation is strictly forbidden. Political donations are generally prohibited unless approved by senior management and lawful. Charitable donations or sponsorships must be transparent and never used to secure business.

All employees are responsible for understanding and complying with this policy. Concerns or suspected breaches must be reported to a manager or via our confidential reporting channel. Good faith reports will never result in retaliation.

Violations may lead to disciplinary action, termination, contract cancellation, or legal consequences. Senior management is committed to upholding this policy and will review it regularly. Acting with integrity protects our reputation and supports the long-term success of New Wave Electrical Consulting Ltd.

**Gary Alder**  
**Managing Director**

A handwritten signature in black ink, appearing to be 'GA', followed by a horizontal line.

**Date:** 10.6.25