

Bribery Policy Statement

Our policy is to deliver our services through competent, skilled, experienced and safety-conscious operatives, in order to fulfil our contractual obligations, meet client/customer requirements and exceed their expectations.

This policy shall be used to provide a framework for reviewing our objectives which are to always indicate our high level of integrity and ethics are applied to each and every project we are involved in, that we recognise and appreciate the legislation set out in the Bribery Act 2010 and Human Rights Act and carry these attitudes forward in the works which we carry out both with our employees, and clients.

Gortmore Limited prides itself on the relationships we hold with our staff. To ensure we provide the best possible environment for them we adhere to making sure we do not use slave labour or any other form of involuntary labour on any of our sites or within our head office, we have put measures in place to allow our employees to report grievances and allow them to be dealt with correctly. We also have a written policy detailing our approach to equal opportunities; overall we do not allow discrimination of any sort.

This policy shall be communicated, understood, implemented and maintained at all levels of Gortmore Limited. The Quality, Safety and Environmental Manager has the responsibility for ensuring this, and has my full support for achieving his responsibilities. In order to promote the adoption and implementation of the policy, all staff and employees shall be encouraged to understand and discharge their individual responsibilities to a degree necessary.

The Policy shall be communicated to all managers, supervisors, staff and employees as part of their induction. Copies of the Policy shall also be displayed within the organisation. This policy shall be reviewed periodically (at least annually) by myself and relevant members of the senior management team, in order to ensure that it is current, suitable and relevant to the company's business activities.

Signed: *Liam Philbin*

Liam Philbin
Managing Director

04th November 2022