



ABP-01

01/04/25

VERSION 1

Anti Bribery Policy

C Jones & Sons Limited expects its employees to demonstrate honesty, integrity and fairness in all aspects of their business dealings and exercise appropriate standards of professionalism and ethical conduct in all their activities. C Jones & Sons expects the same approach to doing business from its business partners and suppliers. Pursuant to this C Jones & Sons will not tolerate bribery or corruption in any form and has a 'zero tolerance approach to any breach of this policy.

Statement of Intent

We will take appropriate steps to ensure that:

- We do not directly or indirectly promise, give, accept or demand a bribe or other advantage (including excessive gifts and hospitality) in order to obtain or retain business, or gain any other improper advantage.
- We do not offer, nor give in to demands, to make illicit or illegal payments to agents, public officials (at any level) or the employees of business partners or anybody else that we do business with.
- We engage and remunerate agents and other third parties only for legitimate services and adopt appropriate transparency in our approach.
- We promote employee awareness of, and compliance with, company procedures against bribery and corruption through appropriate dissemination of our own procedures including disciplinary procedures & policies and training programmes on induction.
- We raise awareness of the need to combat bribery and corruption with our business partners by publication of this Policy and where appropriate, relevant contractual provisions and support initiatives designed to reduce the risk of bribery and corruption.
- We carry out a risk assessment annually to check whether our organisation is at risk of bribery.
- We monitor and review this risk quarterly.

This policy will be communicated to all employees and organisations working on our behalf and displayed at our offices and on our intranet. This policy is available to aligned interested parties.

This policy will be reviewed annually or sooner by senior management to ensure is suitability. Where necessary it will be amended, reissued and communicated to all employees and people working on our behalf.

Signed: *Z. Jones*
Zach Jones, Director
C Jones & Sons Limited

Date: 01/04/2025

Review Date: 01/04/2026

OWNERS OF BILT. BUILDERS MERCHANT

