



Constructex Limited
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ANTI-BRIBERY & CORRUPTION POLICY

Constructex Ltd is fully committed to comply with all applicable UK legislation. In order to comply with the Bribery Act 2010, the company has developed the following policy.

Every employee is expected to support this policy and report any contravention to management.

Employees, senior managers, sub-contractors or other agent involved with the activity of "work-winning" (on performance bonuses in relation to obtaining, retaining, or securing new contracts for Constructex Ltd) will be identified and written to, to further explain the Bribery Act 2010 and the company procedures in this regard. The company provide the following for these individuals:

- Anti-Bribery & Corruption Training
- A means of recording gifts received
- An ability to check with a Director where they are unsure

Employees, agents and sub-contractors are reminded that bribery and corruption is a criminal offence (applicable internationally) and Constructex will not tolerate these activities. Appropriate authorities will be notified immediately if bribery or corruption is believed to have taken place.

This policy will be reviewed if changes to legislation occur.

Signed: 
WILLIAM EVANS, DIRECTOR

Policy Date: 24th March 2023

Review Date: 24th March 2024