

Ben Gamble Electrical Ltd

Anti-Bribery Policy

One of the company's core values is to advocate dependable, responsible and fair business operations. We are committed to promoting and maintaining the highest possible ethical standards in relation to all our business activities. Our reputation for maintaining lawful business practices is of great importance to us. To ensure these lawful business practices we have a zero tolerance policy towards bribery and corruption. We are committed to acting fairly and with integrity in all of our business dealings.

The UK legislation on which this policy is based on is the Bribery Act 2010. A bribe is described as an inducement or reward offered, promised or provided in order to gain any advantage whether this be commercial, contractual or personal. In the UK it is an offence to:

- Offer, promise or give an advantage whether this be financial or other to another person with the intention of inducing or rewarding improper conduct.
- Request, receive or agree to accept a financial or other advantage for or in relation to improper conduct.
- Bribe a foreign public official.

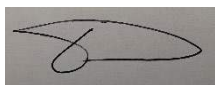
You can be held personally responsible for any such offence.

It is also an offence in the UK for an employee or an associated person to bribe another person in the course of doing business. With the intention of either obtaining or retaining business. The company itself can be liable for this offence where it has failed to prevent such bribery by associated people.

Our policy states:

- All employees and associates are required to comply with anti-bribery and anti-corruption legislation that applies in any part of the world where they may be expected to conduct business.
- Act honestly, responsibly and with integrity.
- Safeguard and uphold the company's core values by operating in an ethical, professional and lawful manner at all times.
- Bribery of any kind is strictly prohibited.

The guidelines set out in this policy are expected to be adhered to by all employees and associated persons at all times. If in doubt as to what might be deemed as bribery or other unethical conduct that breaches this policy, you should discuss this matter with your line manager.



Ben Gamble

Managing Director – Qualified Supervisor