

Issue Date: 01/01/2020
Author: Safety First
Issue: 4
Approved By: CH

Anti Bribery & Corruption Policy.

HARTE
DEMOLITION

Harte Demolition Ltd considers combating bribery, corruption & fraud or suspected bribery, corruption & fraud to be a very seriously matter and are committed to undertaking our business in a proper and professional manner and will not accept any form of unethical business behaviour and undertaken not to:

Communicate to any persons, other than bona fide persons, any information about its business activities.
Enter into any agreement or arrangement with any persons, other than bona fide persons, regarding its business activities.

Offer, or pay, or give, or agree to pay, or give, any sum of money or valuable consideration directly or indirectly to any person for doing or having done or causing to be done anything in the cause its business activities that is of a dishonest, corrupt or fraudulent nature.

It is the policy of the company that our business operations are undertaken in such a manner as to ensure that as far as reasonably practicable no employee or person likely to be involved in our operations or activities is engaged or involved in bribery, corruption or fraud or attempted bribery, corruption or fraud.

Ultimate responsibility for the overall management of combating bribery, corruption or fraud rests with the Directors, who will delegate as far as is reasonable practicable such responsibilities as necessary to persons within the company for the detailed investigation into the discovery, or reports of bribery, corruption or fraud or suspected bribery, corruption or fraud.

The company has a zero-tolerance policy towards bribery, corruption or fraud. Staff and employees are to observe and comply with the company anti bribery, corruption and fraud policy and are responsible for ensuring they report any suspicion, or discovery of bribery, corruption or fraud or suspected bribery, corruption or fraud, or the approach by a person making, offering or suggesting bribery, corruption or fraudulent activity to the Managing Director without delay.

Such information will be treated in the strictest confidence and an investigation undertaken without bias to establish the facts and the matter reported to the appropriate authorities where appropriate

The giving or receiving of business gifts and hospitality to or from clients, customers, contractors and suppliers is not prohibited provided the following requirements are met:

It is not made with the intention of influencing a third party to obtain or retain business or a business advantage, or to reward the provision or retention of business or a business advantage, or in explicit or implicit exchange for favours or benefits.

It cannot reasonably be seen to improperly influence the decision-making of the recipient.

It does not include cash or cash equivalent.

It complies with local laws.

It is given or received in the Company's name, not the individuals name.

It is proportionate, reasonable, in keeping with local business practice and given at an appropriate time.

It is given openly, not secretly.

It is approved in advance by the Managing Director where the value of the gift or hospitality exceeds £50.

The company will provide such information, instruction, training and supervision as is reasonably practicable to enable staff and employees to understand and recognise the signs of bribery, corruption or fraud and the procedures for reporting the same. Sufficient funds will be provided by the company to implement and maintain this policy so as to improve preventative and detection measures wherever possible. The company will regularly review this policy and update it to comply with any changes to its operations and activities where improvements can be made.

Signed:

Connor Harte

Managing Director

Date: 09/01/2025