

## **Anti-corruption and anti-bribery policy and plan**

Elite Precast Concrete Ltd has a clear anti-corruption Policy. We fully support our employees to make decisions in line with our anti-corruption policy.

Our corporate conduct is based on our commitment to acting professionally; fairly and with integrity and does not tolerate any form of bribery or corruption.

This policy applies to Elite Precast Concrete employees (staff, contract and temporary) and extends to all our business dealings and transactions in all countries in which we operate.

We will encourage the adoption of this policy amongst our business partners including contractors, suppliers and customers.

### **Policy**

Our corporate responsibility Policy sets out our commitment to operate responsibly and to engage with our stakeholders to manage the social, environment and ethical impacts of both our activities and theirs.

Elite Precast Concrete Limited does not engage in bribery or any form of unethical inducement or payment including facilitation payments and 'kickbacks'. All employees are required to avoid any activities that might lead to, or suggest, a conflict of interest with the business of the company.

Employees have strict guidelines regarding hospitality and gifts accepted or offered, which are subject to managerial review, EPCL does not make direct or indirect contributions to political parties.

### **Responsibilities**

The Directors are responsible for implementing this Policy. If any instance of bribery or corruption is identified the company will take remedial steps immediately.

### **Training and Communications**

This Policy and relevant guidance will be communicated to employees across the company through our established internal communication channels. We will also communicate this Policy to our suppliers, contractors and business partners and wider stakeholders.

## Monitoring and Review

Employees are encouraged to raise concerns about any instance of malpractice at the earliest possible stage.

The EPCL Directors will review the implementation of this Policy in respect of its suitability, adequacy and effectiveness and make improvements as appropriate.

## Internal Controls and Audits

EPCL has established mechanisms to maintain accurate records, available for inspections, which properly and fairly document financial transactions and agreements. Internal control systems are subject to regular audits to provide assurance that they are effective in countering corrupt practises.

Richard Doody



Company Director