

## ANTI-BRIBERY POLICY STATEMENT

4 Crosses Construction Ltd purpose of this policy statement is to ensure compliance with all applicable anti-bribery regulations (the Bribery Act 2010) and to ensure our business is conducted in a socially responsible manner.

Bribery is the offering, promising, giving, accepting or soliciting of an advantage as an inducement for action which is illegal or a breach of trust. A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory or personal advantage.

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero- tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

Bribery and corruption are punishable for individuals by up to ten years' imprisonment and a fine. If we are found to have taken part in corruption, we could face an unlimited fine, be excluded from tendering for public contracts and face damage to our reputation.

We therefore take our legal responsibilities very seriously.

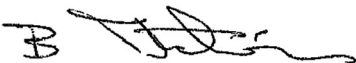
This policy statement applies to all employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, agency staff, agents, sponsors, or any other person associated with 4 Crosses Construction Ltd wherever located.

Employees must not engage in any form of bribery, either directly or through any third party (such as an agent or distributor).

All employees are responsible for the success of this policy and should ensure they use it to disclose any suspected danger or wrongdoing.

This policy does not form part of any employee's contract of employment and it may be amended at any time.

**Signed by the senior executive responsible for anti-bribery policy:**



**Brian Titchiner, Managing Director**

Date: 24<sup>th</sup> January 2025

Doc Ref	Doc Name	Prepared By	Reviewed By	Issue Date	Revision Status	Review Date	Next Review
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