



## UK POWER ENGINEERS LTD ANTI BRIBERY AND CORRUPTION POLICY STATEMENT

As a responsible company, UK Power Engineers Ltd (UKPE) is committed to maintaining its established reputation for lawful and ethical behaviour and for financial integrity in all aspects of its business, and absolutely forbids corruption and the giving or receipt of bribes for any purpose.

The policy applies strictly to all employees, directors, agents, consultants, sub-consultants, contractors and to any other people or bodies associated with our company, and functions.

UKPE will not tolerate bribery or corruption in any form.

The company prohibits the offering, giving, solicitation or the acceptance of any bribe or corrupt inducement, whether in cash or in any other form:

- to or from any person or company wherever located, whether a public official or public body, or a private person or company;
- by any individual employee, director, agent, consultant, contractor or other person or body acting on the firm's behalf;
- in order to gain any commercial, contractual, or regulatory advantage for the firm in any way which is unethical or to gain any personal advantage, pecuniary or otherwise, for the individual or anyone connected with the individual.

### **Hospitality, Entertainment and Gifts**

Bona fide hospitality and promotional, or other business expenditure which seeks to improve the image of UKPE, better to present products and services, or establish cordial relations, is recognised as an established and important part of doing business.

Hospitality, entertainment, or other business expenses provided to clients and business partners for these purposes are permitted, as long as they are reasonable and proportionate and prior authorisation from the company Director is obtained.

UKPE aims to prevent the company's exposure to bribery and corruption by:

- **Policy** - Outlining a clear anti-bribery policy
- **Communication** - Communicating the company's anti-bribery policy and ensuring that employees understand, recognise and avoid the use of bribery by themselves and others



- **Conflicts of interest – Gifts and hospitality** – We will address conflicts of interest and the risks created by gifts and hospitality through the implementation of our internal policies.
- **Culture** - Upholding a culture and values in which bribery would not be acceptable or perceived to be acceptable
- **Whistleblowing** - Encouraging employees to be alert to, and report any suspicion of, bribery immediately, providing proper channels of communication and ensuring all information is treated in an appropriate manner
- **Penalising** - Taking appropriate disciplinary action against any employee(s) involved in bribery

The top management have made it clear to all the company staffs that the prevention, detection and reporting of bribery is the responsibility of all employees throughout the company. Suitable channels of communication by which employees can report confidentially any instances of bribery or corruption or suspicion of bribery or corruption are in place, through our Whistleblowing policy.

A handwritten signature in black ink, appearing to read 'Neasarajan Rajoo', is positioned above the printed name.

Neasarajan Rajoo  
**Managing Director**