



Anti-Bribery and Corruption Policy Statement

PMC Construction and Development Services Limited (PMC) has a zero-tolerance approach to bribery and corruption of all kinds. We are committed to ensuring that all employees and all third parties performing services for or on behalf of PMC ('Associates') abide by the highest ethical standards.

This policy and related procedures set out PMC's commitment that it and its employees and Associates will adhere strictly to all relevant legislation in relation to bribery and corruption and follow any procedures designed by the business to prevent bribery.

Employees must not offer, promise or give bribes and they must not request or receive bribes. PMC will also expect the highest standards of compliance in this area from all of its Associates.

PMC will take disciplinary action against employees who breach this policy or related procedures. This includes the sanction of summary dismissal in cases where employees offer, give or receive bribes. PMC will take appropriate action with its Associates who breach this policy or related procedures.

Employees have wider duties to speak up or report malpractice in this area or related procedures: a deliberate failure to report suspicions of corruption or to conceal bribes by others will also be subject to disciplinary action.

PMC encourages all employees to report any corruption concerns immediately and it will support employees that do so. All reporting will be handled sensitively and PMC is committed to ensuring that no employee who reports a corruption concern in good faith suffers any detrimental effect for doing so. PMC also require its Associates to report any malpractice to it.

Employees and associates can report any concerns confidentially to Stephen Cripps, Managing Director at scripps@pmcconstruction.co.uk or Matthew McGee, Finance Director at matthewmcgee@pmcconstruction.co.uk.

All employees must read this policy. PMC will continue to monitor this policy. Should any employee have questions regarding the obligations set out in this policy, they should contact either Stephen Cripps or Matthew McGee

Approval for this Statement

This statement has been approved by the Board of PMC Construction & Development Services Ltd who will review and update it annually.

Date: April 2019