



R W Services Contractors Ltd

Anti-Bribery Policy

Purpose:

The purpose of this policy is to ensure compliance with all applicable anti-bribery and corruption regulations, and to ensure that R W Services' business is conducted in a socially responsible manner.

Scope:

All individual working at all levels, whether permanent, fixed-term or temporary. This policy also covers any other person associated with us or their employees, wherever located.

Policy Statement:

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

R W Services is committed to conducting all of its business in an honest and ethical manner. R W Services takes a zero tolerance approach to bribery and corruption. We are committed to acting professionally and fairly in all our business and enforcing effective systems to counter bribery.

It is the company's policy to uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate.

Bribery and corruption are punishable for individuals by up to ten years' imprisonment and a fine. Being associated with bribery could lead to an unlimited fine, exclusion from tendering for public contracts and damage to our reputation.

Active steps will be taken to ensure that this policy is implemented and regularly reviewed.

R W Services will:

- Communicate the anti-bribery policy to all sub-contractors
- Ensure that all employees are made aware of this policy, and have a thorough knowledge of the consequences if bribery is accepted
- Ensure that anyone reporting a possible or definite act of bribery will not be treated in a detrimental manner



Responsibilities:

All employees, sub-contractors and customers must read, understand and comply with this policy. The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for us or under our control. All employees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct. We reserve our right to terminate our contractual relationship with other workers if they breach this policy.

Complaints:

Any employee/contractor who has a concern regarding the application of this policy should normally make use of the R W Services grievance procedure.