



PROCESS CONTROL EQUIPMENT

Bribery Act Compliance

Statement of Intent

Process Control Equipment Ltd operates a zero-tolerance policy in respect of any form of bribery or corruption.

The Company's approach to bribery and corruption is underlined not only by adherence to all relevant legislation but by ensuring, as far as possible, that its business activities are genuine and ethical. The Company expects that all its employees and those that work for and with the Company maintain the highest standards of integrity and conduct in all their business dealings.

It is expected that all those who work with the Company adhere to this Policy and its zero tolerance to corruption and bribery. This Statement applies equally to employees, labour only persons, individuals, sub-contractors and business partners, Suppliers and clients who work with the Company.

The main principles to comply with this legislation are:

- **Integrity** – Persons acting on behalf of the Company must not act in a way that could undermine or give rise to allegations or doubts about their integrity or commitment to a zero-tolerance approach to corruption and bribery.
- **Transparency** – Persons acting on behalf of the Company must exercise extreme care to ensure their business dealings are clear and ethical.
- **Security and Reporting Bribery** – Persons acting on behalf of the Company are encouraged to immediately report any suspected business wrongdoing. Individuals are reassured that no person will suffer any adverse consequence for refusing to take part in corruption or bribery, or for reporting suspected business wrongdoing, including bribery. Reporting is directly to the Operations Manager.
- **Monitoring and Review** – The Operations Director will monitor the Policy on an ongoing basis, and review the Policy compliance annually.
- **Practical Action** – The Company will enforce its Policy throughout its employment contracts and in its agreements with its supply chains and business partners. The Company will act firmly in respect of any failure to comply with this Policy. Any failure to comply by employees may result in summary dismissal and may also result in criminal prosecution and / or civil proceedings. Any failure to comply by business partners will mean the contractual agreement may be terminated and the Company will avoid doing business with that partner in the future.
- **Business Partners** – The Company will look to its business partners and supply chain to adopt similar policies to Process Control Equipment Ltd and encourage comparable arrangements with business partners' own supply chain.

Signed: *R Jackson*

R, Jackson
Managing Director
14-01-2024