

ANTI-BRIBERY AND CORRUPTION POLICY

Corporate Policy Document

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Policy owner	Shaye Grant, Managing Director
Approved by	Shaye Grant, Managing Director
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Next review	22nd July 2027

DOCUMENT CONTROL

Version History

Version	Date	Description of change	Author
1.0	22nd July 2026	First issue	S. Grant

Approval

Name	Position	Signature and date
Shaye Grant	Managing Director	<i>Shaye Grant</i> 22nd July 2026

Distribution

This policy is issued to all directors, employees, workers and sub-contractors of Grants Electrical Solutions Ltd, forms part of induction, and is available to clients and other interested parties on request.

CONTENTS

- 1 Policy Statement
- 2 Scope
- 3 Rules
- 4 Reporting and Consequences
- 5 Review

1 POLICY STATEMENT

- 1.1 Grants Electrical Solutions Ltd prohibits bribery and corruption in any form, complies with the Bribery Act 2010, and conducts all its business honestly. The Company will not offer, promise, give, request, accept or receive any bribe, kickback, facilitation payment or other improper advantage, directly or through any third party, to win work, secure approvals, or influence any decision, and will not tolerate any person doing so on its behalf.

2 SCOPE

- 2.1 This policy applies to all directors, employees, workers, consultants and sub-contractors of the Company at every location where the Company works.

3 RULES

- 3.1 Staff must not offer or accept gifts, hospitality or payments intended, or which could reasonably appear intended, to influence a decision. Modest, transparent hospitality of low value in the ordinary course of business is permitted; anything more must be declared to the Managing Director before it is given or accepted. All payments are recorded accurately in the Company's books.
- 3.2 Particular care applies to public sector work: no gift or hospitality of any value is offered to any council officer, evaluator or public official in connection with any tender or contract.

4 REPORTING AND CONSEQUENCES

- 4.1 Suspected bribery must be reported immediately to the Managing Director or under the Whistleblowing Policy, and no member of staff will suffer any detriment for refusing to pay or accept a bribe, even if business is lost. Bribery is gross misconduct, will result in termination, and will be reported to the authorities.

5 REVIEW

- 5.1 This policy is reviewed at least annually by the Managing Director and following any incident or change in legislation or the business, with changes recorded in the version history.

Signed for and on behalf of Grants Electrical Solutions Ltd

Signed: *Shaye Grant*

Shaye Grant, Managing Director Date: 22nd July 2026