

Anti Bribery Policy Howard Fire Inspections Ltd

1. Purpose

The purpose of this policy is to establish clear principles and controls to ensure compliance with all applicable anti-bribery and corruption laws and regulations, including but not limited to the UK Bribery Act 2010. It also reflects **Howard Fire Inspections Ltd's** commitment to conducting its business ethically, transparently, and in a socially responsible manner.

2. Scope

This policy applies to:

- All employees, directors, and officers of Howard Fire Inspections Ltd.
- Contractors, consultants, and any third parties acting on behalf of the company.
- Subsidiaries and joint ventures under the company's control.

3. Policy Statement

Howard Fire Inspections Ltd has a zero-tolerance approach to bribery and corruption. It is our policy to conduct all of our business in an honest and ethical manner. We are committed to acting professionally, fairly, and with integrity in all our business dealings and relationships, wherever we operate.

No employee or person acting on behalf of the company shall offer, give, solicit, or receive any bribe or other improper incentive in order to obtain or retain business, or to gain any improper advantage. We will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate.

We will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. However, we remain bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad



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Company Number: 14815169 (England)
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4. Definitions

- **Bribery:** A bribe is an inducement or reward offered, promised or provided to gain any commercial, contractual, regulatory or personal advantage. Employees must not engage in any form of bribery, either directly or through any third party. Offering, giving, accepting, receiving, or soliciting something of value to influence a business outcome or official action.
- **Corruption:** Abuse of entrusted power for private gain.

5. Prohibited Conduct

The following are strictly prohibited:

- Offering or accepting bribes, kickbacks, or facilitation payments.
- Making payments or gifts to influence a public official or business partner.
- Using company funds or resources for unlawful or unethical purposes.
- Failing to report any suspected bribery or corruption.
- We do not make donations, whether in cash or kind, in support of any political parties or candidates, as this can be perceived as an attempt to gain an improper business advantage.

6. Gifts and Hospitality

Modest gifts and hospitality may be acceptable if they are:

- Reasonable in value and frequency.
- Not intended to influence a business decision.
- Compliant with local laws and cultural norms.
- Extravagant or frequent gifts or entertainment, especially where there is an expectation of something in return, are not permitted.

7. Political Contributions

We do not make donations, whether in cash or kind, in support of any political parties or candidates, as this can be perceived as an attempt to gain an improper business advantage.



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8. Charitable contributions

Charitable support and donations are acceptable (and indeed are encouraged), whether of in-kind services, knowledge, time, or direct financial contributions. However, employees must be careful to ensure that charitable contributions are not used as a scheme to conceal bribery. We only make charitable donations that are legal and ethical under local laws and practices. No donation must be offered or made without the prior approval of the director. All charitable contributions should be publicly disclosed.

9. Responsibilities

All employees and associated persons are expected to:

- Read, understand, and comply with this policy.
- Avoid any activities that could lead to a breach.
- Report any suspected bribery or corruption immediately.

Management is responsible for implementing and enforcing effective systems to prevent bribery and corruption.

10. Reporting and Whistleblowing

Employees are encouraged to report any concerns or suspicions of bribery or unethical conduct. Reports can be made to a line manager, the compliance officer, or through a confidential whistleblowing mechanism if available. No employee will suffer retaliation for reporting concerns in good faith.

11. Training and Communication

All employees will receive appropriate training on anti-bribery and corruption measures. This policy will be communicated to all business partners and relevant third parties.

12. Breaches and Disciplinary Action

A breach of this policy may result in disciplinary action, including termination of employment or contract. Legal action may also be taken where necessary.



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13. Review and Monitoring

This policy will be reviewed annually and updated as necessary to ensure its effectiveness and alignment with legal and regulatory developments.

Signed:



Name: Darren Howard

Date: 18th August 2026

Review Date: 18th August 2027



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