



ANTI-BRIBERY AND CORRUPTION POLICY

Centurion Blast Cleaning Limited is proud of its professional and ethical reputation built over many years and is committed to maintaining this through continuing high standards in the conduct of its business affairs. This is critical for continual growth, development of positive client relationships and compliance with all relevant laws and regulations.

This policy applies to all directors, employees and associates. The company also expects all interested parties of the company to have similar standards and values. The Bribery Act 2010 came into force on 1st July 2011 and sets out the offences of:

- bribing another person;
- requesting, agreeing to receive, or accepting a bribe from another person;
- bribing a foreign public official;
- commercial organisations failing to prevent bribery.

Under the Act, bribery by individuals is punishable by up to 10 years' imprisonment and/or unlimited fine. If CBC is found to have taken part in the bribery, or is found to lack adequate procedures to prevent bribery, it too could also face an unlimited fine. A conviction for bribery or corruption related offence would have a massive impact on the company's reputation and ongoing viability.

CBC Directors, employees, associates, consultants or contractors must not offer, promise or give bribes and they must not request or receive bribes.

CBC will take disciplinary action against employees who breach this policy and will also take appropriate action with its interested parties that breach it.

CBC encourages the reporting of any issues in this area. A deliberate failure to report suspicions of corruption or to conceal bribes by others will also be subject to disciplinary action. CBC is committed to ensuring that no employee who reports a corruption concern in good faith suffers any reprisals for doing so.

It is not intended to prohibit the following practices provided they are appropriate, proportionate and are properly recorded:

- normal hospitality;
- providing a ceremonial gift for special event.

This Policy is communicated to all employees and interested parties and compliance will continue to be monitored.

Any doubt that a potential act does not conform to this Policy should be taken up with a Director.

Signed: Russell Doyle Director

Date: 1/01/2020