

Anti – Bribery and Corruption Policy

Last updated 21/07/2023

Next update 20/07/2024

This Policy Statement applies to TJ Hammond Transport Ltd.

It is The Company's policy to conduct all its business in an honest and ethical manner. The Company takes a zero- tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all of its business dealings and relationships wherever it operates and implementing and enforcing effective systems to counter bribery. The Company also encourages its agents and business partners to adopt and operate their businesses on principles equivalent to this policy.

The Company will uphold all applicable laws relevant to countering bribery and corruption, including the Bribery Act 2010.

It is widely accepted that bribery and corruption cause poverty and suffering and inhibit economic growth. Bribery and corruption are punishable for individuals by up to ten years' imprisonment and if The Company is found to have taken part in corruption The Company could face an unlimited fine, be excluded from tendering for public contracts and face damage to its reputation. The Company therefore takes its legal responsibilities very seriously.

The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for The Company or under The Company's control. All workers are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Guidance on the limits for the provisions of gifts and hospitality offerings to third parties e.g.

1. Clients
2. Suppliers
3. Agents
4. Subcontractors

TJ Hammond have a zero tolerance policy on gifts, money or any type of gift being given or received, the company Director must be contacted should this happen or if you see it happening.

5. Specified gifts are only allowed with the permission of the company Director i.e. Charitable events or political donationsof a gift directly from the company for example length of service.

All workers are encouraged to raise concerns with Terence Hammond M.D.about any issue or suspicion of malpractice at the earliest possible stage and The Company will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. The Company is committed to ensuring no one suffers any detrimental treatment as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential

bribery or other corruption offence has taken place, or may take place in the future.

The Company has an adopted and enforces an Anti-Bribery and Corruption Code of Conduct which applies to all of its workers, agents and business partners.

This policy is endorsed by Terence Hammond M.D.

Anti- Bribery & Corruption Policy V1 March 2023