

Anti-Corruption and Bribery Statement

G&D Contracts values its reputation for ethical behaviour and for financial probity and reliability. It recognises that over and above the commission of any crime, any involvement in bribery will also reflect adversely on its image and reputation. G&D Contracts have reviewed our organisations processes against the requirements of the Bribery Act 2010.

The company anti-bribery policy aim is to limit our exposure to bribery by prohibiting the offering, giving, solicitation or acceptance of any bribe, whether cash or other inducement, to gain any commercial, contractual, or regulatory advantage for the company in a way which is unethical or to gain any personal advantage, pecuniary or otherwise, for the individual or anyone connected with the individual.

This applies bribery to or from any person or company, wherever they are situated and whether they are a public official or body or private person or company by any individual employee, agent or other person or body acting on the company's behalf.

This policy is not meant to prohibit the following practices providing they are proportionate and are properly recorded:

- Normal and appropriate hospitality.
- Giving a gift on a festival or at another special time.
- Use of any recognised fast-track process which is available to all on payment of a fee.
- Offer of resources to assist the person or body to make the decision more efficiently if they are supplied for that purpose only.

Inevitably, decisions as to what is acceptable may not always be easy. If anyone is in doubt as to whether a potential act constitutes bribery, the matter should be referred to a director (Gheorghe Demianciuc or Anthony Fogharty). Any genuine concerns will be investigated properly in house and the identity of the colleague raising the concern will be kept confidential. Anyone raising a concern in good faith will not be criticised or penalised in any way even it is shown after investigation, that they were mistaken. However for any serious concerns over wrongdoing at work contact Safecall whom are an anonymous whistleblowing service you can find a list of freephone numbers at: www.safecall.co.uk/freephone or make a report on line at www.safecall.co.uk/report whom will then assist us with advance management features to allow in-house investigation of reports, with customizable classes and departments, and the ability to triage existing cases and file internal whistleblowing however when a situation can't be handled in-house and requires an investigation Safecall will be able to assist as they are independent, transparent, experienced investigators.

To ensure compliance with anti-bribery and corruption laws G&D Contracts provides in house e-learning training to help all employees understand their duties and responsibilities under this policy as well as company policy and procedures on anti-corruption and bribery being communicated to all staff members along with annual policy reviews.

The prevention, detection and reporting of bribery is the responsibility of all employees throughout the company. Suitable channels of communication by which employees or others can report confidentially any suspicion of bribery will be maintained.

G&D Contracts ensure compliance against competition laws by our management team communicating competition law, staff meetings & internal reporting compliance around our organisation. This will allow a culture of competition law compliance to be established and directly affirms to employees that anti-competitive behaviour must not be engaged with.

Eventual responsibility for fulfilling the policy is vested in the undersigned.

Review Date – 09/06/2026

Signed for and on behalf of G&D Contracts:

X



Gheorghe Demianciuc
Managing Director