

## Anti-Bribery and Corruption Policy

### Damex FR Ltd

#### **1. Introduction**

Damex FR Ltd is committed to conducting its business with the highest standards of integrity, transparency, and compliance with the law. This Anti-Bribery and Corruption Policy outlines our commitment to preventing bribery and corruption in all aspects of our operations within the construction industry.

#### **2. Scope**

This policy applies to all employees, contractors, agents, and other individuals or entities associated with Damex FR Ltd, whether working in the United Kingdom or abroad.

#### **3. Compliance with Laws**

Damex FR Ltd is committed to complying with all applicable anti-bribery and corruption laws, including the Bribery Act 2010 in the United Kingdom. We prohibit any form of bribery or corrupt practices, whether direct or indirect, by our employees or associated persons.

#### **4. Prohibited Conduct**

- a. Bribery:** Damex FR Ltd prohibits the offering, giving, receiving, or solicitation of any bribe, whether in cash or any other form, to gain any improper business advantage.
- b. Facilitation Payments:** We do not tolerate facilitation payments. No employee or associated person should make or accept such payments.
- c. Gifts and Hospitality:** Gifts and hospitality may be given or received only if they are reasonable, proportionate, and not intended to influence business decisions. All gifts and hospitality must be transparent and reported in accordance with our policies.
- d. Political Contributions:** Damex FR Ltd does not make political contributions that violate applicable laws or are inconsistent with our values.

#### **5. Risk Assessment and Due Diligence**

Damex FR Ltd will regularly assess and identify bribery and corruption risks associated with our business activities. We will conduct due diligence on business partners, contractors, and other associates to ensure they align with our commitment to ethical business practices.

#### **6. Reporting and Whistleblowing**

We encourage all employees and associated persons to report any suspected or actual breaches of this policy promptly. Damex FR Ltd will ensure that those who make such reports are protected from retaliation.

#### **7. Training**

Damex FR Ltd will provide anti-bribery and corruption training to employees and relevant business partners to raise awareness and promote compliance with this policy.

#### **8. Consequences of Non-Compliance**

Any employee or associated person found to have violated this policy will be subject to disciplinary action, up to and including termination of employment or contractual relationship. Damex FR Ltd may also report such violations to the relevant authorities.

## 9. Communication

This policy will be communicated to all employees, contractors, and relevant business partners. It will be made available on our company website and included in our induction and training programs.

## 10. Review and Updates

Damex FR Ltd will periodically review and update this policy to ensure its continued effectiveness and alignment with applicable laws and industry best practices.