

## **Anti-Bribery Policy**

FIRMA Engineering Ltd is fully committed to complying with our obligations under any applicable legislation, including the Bribery Act 2010 and ensuring that no bribes or corrupt payments including facilitation payments are made, offered, sought or obtained by anyone acting on our behalf, to anyone, anywhere in the world.

This Anti-Bribery policy is mandatory for all employees and contractors of FIRMA Engineering Ltd. All employees and contractors have a responsibility in the prevention, detection & reporting of bribery in any form, throughout their employment or contracts.

All FIRMA employees and contractors are expected to conduct themselves professionally, impartially and with integrity. Any gifts and/or entertainment given and received as a reward, inducement, or encouragement for preferential treatment, or inappropriate or dishonest conduct are strictly prohibited. In particular, no gifts, hospitality or entertainment may be given or accepted during a tender process or during contractual negotiations, if there are any risks of such gifts or entertainment influencing the outcome of such processes or negotiations.

For further detailed information on our Anti-Bribery Policy please contact FIRMA Engineering Ltd at; [info@firma-engineering.com](mailto:info@firma-engineering.com) and request a copy of our full policy FEABP-001.