

## Anti-Bribery and Corruption Policy Statement

Cleveland Bridge UK Limited ("CBUG") adopt a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all business dealings and relationships.

As individuals and collectively as a company, we shall apply the principle set out in this Anti-Bribery and Corruption Policy Statement and the Anti-Bribery Procedure (the "ABC Policy ") to ensure that we comply with legal and regulatory standards.

Our policy sets out the standards and behaviour that our people are expected to meet whether operating in the UK or overseas.

The ABC Policy applies to all individuals working for or on behalf of CBUG at all levels and grades, including senior managers, officers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, home workers, casual workers and agency staff, agents, or any other person associated with CBUG, wherever located.

CBUG's ABC Policy does not provide the solution to every situation or event that you may face in your professional capacity, but it will provide guidance and set out the ethical decision-making path, risk and authorisation processes that you should follow.

The ABC Policy is there to guide you when considering if the course of action is appropriate, or if you need to seek further advice. It identifies who, where and how you can ask for help.

Employees are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage. No employee will suffer any detriment as a result of raising genuine concerns about bribery. To ensure anonymity the policy details internal and external confidential reporting routes.

The ABC Policy has my personal backing and the support of the whole board. CBUG's reputation, integrity and the success of the Company depends on each employee acting in accordance with the law and the ethical standard detailed in this policy.



Christopher J Droogan

Managing Director

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