



Anti-Corruption Policy

Introduction

The purpose of this policy is to ensure that Evans Maintenance Services Ltd have appropriate systems and procedures in place to prevent bribery and corruption. The company has a zero tolerance approach towards bribery and corruption.

The Bribery Act 2010 creates offences and penalties for bribery and corruption. The UK Bribery Act 2010 creates a corporate offence of failure to prevent bribery, and requires Evans Maintenance Services Ltd to implement 'adequate procedures' to prevent bribery.

Policy

Evans Maintenance Services Ltd does not tolerate any form of bribery or corruption. The company's employment practices shall ensure that:

- Employees in jobs where by the nature of their role, duties and responsibilities are likely to have opportunity to receive, and/or pay a Bribe ("Relevant employees"), shall be assessed before they are employed to ascertain as far as reasonable that they are the type of person who is likely to comply with the Company's anti-corruption policies
- New employees shall be informed of the Company's Code of Conduct to ensure that they understand it and the importance of complying with it with specific reference to anti-corruption.
- Business relationships – We will ensure that our business partners including suppliers, agents, and brokers are fit to do business with.
- Conflicts of interest – Gifts & Hospitality: We will address conflicts of interest and risks created by gifts and hospitality through implementing our internal policy.
- We will report any request for improper payment, or any indication that a person might be making corrupt payments or that a person has intention or plan to violate this policy.
- Disciplinary procedures shall be implemented and the Company will take appropriate action against an employee who commits a corrupt act.

Responsibilities

The directors of Evans Maintenance Services Ltd shall have the primary responsibility for implementing the anti-bribery policy and anti-corruption strategy, policy and process within the Company.

Tim Evans
Managing director
Evans Maintenance Services Ltd