

Northfield Construction Limited maintains relationships with many commercial organisations and individuals, including both public officials and business executives who are in a position to exert influence over decisions that materially affect the interests of Northfield Construction.

In light of the general law on bribery and corruption, Northfield has adopted a statement of our value on anti-bribery and corruption. The value statement governs all our business dealings and the conduct of all persons or organisations who are appointed to act on our behalf.

In adhering to this policy, we will:

- Understand where we are at risk of bribery and corruption in our business, including assessing and evaluate how to mitigate those risks.
- Communicate and reinforce our zero-tolerance approach to bribery and corruption with our employees, supply chain and business partners.
- Provide sufficient training on bribery and corruption under the bribery act 2010. Maintain procedures and clear understanding relating to gifts and hospitality
- Implement, maintain and continually improve our policies, rules and guidance to support bribery prevention.
- Encourage openness and provide support to anyone who raises concerns in good faith. If any of our employees or subcontractors have any questions or concerns these can be raised with our directors, construction manager, financial controller or contracts managers. If preferred this can be raised confidentially via the "notes" system, email "note@northfield.uk.com"

Our employees have a personal responsibility to report any actual or suspected instances of bribery or corruption throughout the business or supply chain.

Breaches of this policy will be dealt with under Northfields disciplinary procedures and could lead to dismissal in appropriate circumstances.

Northfield Construction Limited Anti-Bribery Statement

Our attitude to bribery is: **Zero tolerance.**

We are committed to opposing bribery in all its forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all those we have business with.

The directors have overall responsibility for ensuring this policy is complied with. It will be reviewed annually and at such times as may be required to ensure it remains relevant and appropriate.

Signed:



Date:

1-9-24