



Anti-Bribery and Corruption Policy

Enviro Group is committed to carrying out all business honestly, fairly and with integrity. We have a zero-tolerance approach to bribery and corruption and will not offer, give, request or accept bribes or improper payments of any kind.

This policy applies to all employees, managers, directors, agency workers, subcontractors, suppliers and anyone working for or on behalf of Enviro Group.

Bribery means offering, giving, asking for or accepting money, gifts, hospitality or any other benefit to influence a decision unfairly.

Corruption means abusing a position of trust for personal gain. This can include bribery, false invoicing, dishonest procurement or favouring a person or company in return for a personal benefit.

No one working for or on behalf of Enviro Group may:

- offer or accept bribes
- make unofficial cash payments
- give gifts or hospitality to influence decisions
- hide payments in false records or invoices
- use another person or business to carry out improper actions on the company's behalf

Reasonable and low-value gifts or hospitality may be acceptable where they are lawful, occasional, openly declared and not intended to influence a business decision. Gifts or hospitality must never be excessive or used to gain an unfair advantage.

Enviro Group expects suppliers and subcontractors to act honestly and comply with the law. Any concerns regarding bribery or corruption involving a supplier, subcontractor or other business partner will be investigated and may lead to the business relationship being ended.

Anyone who suspects bribery, corruption or improper conduct must report it to a manager or director immediately. All genuine concerns raised in good faith will be taken seriously and treated appropriately. Enviro Group will not tolerate retaliation against anyone who reports a concern honestly.

All staff and anyone working on behalf of Enviro Group are responsible for following this policy, acting honestly and reporting concerns promptly. Managers are responsible for leading by example and ensuring that proper standards are maintained.

Any breach of this policy may result in disciplinary action, termination of contract or other appropriate action.

This policy will be reviewed regularly to ensure it remains suitable and effective.

Approved by: _James Lyons_____

Position: ___Operations Manager_

Date: _____01.03.26_____

Review date: ___01.03.27_____