

Regal Facades Anti-Bribery Policy

Introduction

Regal Facades Ltd is committed to conducting all aspects of its business and activities with the highest standards of ethical conduct and in compliance with all applicable laws, regulations, and standards pertaining to bribery and corruption. This Anti-Bribery Policy outlines our zero-tolerance approach to bribery and corruption, reflecting our commitment to lawful and ethical behaviour in all our business dealings, both within the UK and internationally.

Scope

This policy applies to all employees, officers, consultants, contractors, and any other individuals or entities acting on behalf of Regal Facades Ltd, hereafter collectively referred to as "representatives".

Policy Statement

1. Zero Tolerance for Bribery and Corruption

- Regal Facades Ltd strictly prohibits bribery and corrupt practices in any form, whether directly or indirectly, involving public officials, clients, suppliers, partners, or any other parties.

2. Compliance with Laws

- All representatives of Regal Facades Ltd must comply with all applicable anti-bribery and corruption laws, including but not limited to the UK Bribery Act 2010. This includes the prohibition of offering, promising, giving, accepting, or soliciting anything of value to influence the actions of another party.

3. Gifts and Hospitality

- Gifts and hospitality may be offered or received provided they are customary, reasonable, and proportionate, and do not influence or appear to influence the integrity of business decisions. All gifts and hospitality must be recorded transparently in the company's records.

4. Donations and Sponsorships

- Regal Facades Ltd prohibits making donations or sponsorships to individuals or entities as a subterfuge for bribery. Any charitable contributions or sponsorships must be ethical, legal, and in accordance with company procedures.

5. Training and Communication

- Regal Facades Ltd will provide regular training on this policy and the relevant laws to all employees and ensure that this policy is communicated to all representatives and business partners.

6. Reporting and Whistleblowing

- Representatives are encouraged to report any suspected bribery or corrupt activities without fear of retaliation. Regal Facades Ltd will investigate all reports promptly and confidentially.

7. Enforcement and Compliance

- Compliance with this policy is mandatory. Any violation of this policy may result in disciplinary action, up to and including termination of employment or contracts and legal action, where applicable.

Responsibilities

The Board of Directors and senior management of Regal Facades Ltd are responsible for ensuring the implementation of and compliance with this policy. All representatives of Regal Facades Ltd are responsible for adhering to this policy in their daily activities and business dealings.

Review and Monitoring

This policy will be reviewed regularly and updated as necessary to ensure its effectiveness and compliance with applicable laws and best practices. Monitoring and audits will be conducted to ensure adherence to this policy.

Conclusion

Regal Facades Ltd's reputation for integrity and fairness is of paramount importance and underpins our ability to deliver excellence in façade Installations. By adhering to this Anti-Bribery Policy, we uphold our commitment to lawful and ethical conduct in all our business dealings.