



Anti – Bribery and Corruption Policy Statement:

Windsor Roofing Specialist Limited remains committed to applying the highest standards of ethical conduct and integrity in its business activities. Every self-employed worker and employee who works on behalf of the Company is responsible for maintaining the Company's reputation and for conducting business honestly and professionally with its clients.

Windsor Roofing Specialist considers that bribery and corruption has a detrimental impact in the business world by undermining good governance, distorting free markets and diluting the ethical work standards we strive to maintain.

The Company benefits from carrying out business with its clients in commercial and domestic premises in a transparent and ethical way, which leads to repeat customers and a sound, ethical reputation. The Company does not tolerate any form of bribery, whether direct or indirect, by its self-employed workers, employees, consultants or any person or companies acting on behalf of Windsor Roofing Specialist. Senior management is committed to implementing and enforcing effective systems to prevent and eliminate bribery at Windsor Roofing Specialist, in accordance with the Bribery Act 2010. This Windsor Roofing Specialist anti-bribery and corruption

policy outlines the Company's position on preventing and prohibiting bribery and corruption. This Policy applies to all self-employed workers and employees who are required to familiarise themselves and comply with this Policy.

A bribe is a financial advantage or other reward that is offered to, given to, or received by an individual or company (whether directly or indirectly) to induce or influence that individual or company to perform public or corporate functions or duties improperly.

Self-employed workers and employees and others acting for or on behalf of the Company are strictly prohibited from making, soliciting or receiving any bribes or unauthorised payments. As part of its anti-bribery measures, the Company accepts transparent, proportionate, reasonable and bona fide charity donations, whether given or received.

Any breach of this Policy by an employee will be treated as grounds for disciplinary action. Self-employed workers may have their contract terminated. Self-employed workers or employees and other individuals acting for the Company should note that bribery is a criminal offence that may result in up to 10 years' imprisonment and/or an unlimited fine for the individual and an unlimited fine for the Company.

Windsor Roofing Specialist may decide not to conduct business with other companies, clients, service providers, agents or representatives that do not support appropriate

anti-bribery and corruption objectives.

The success of the Company's anti-bribery and corruption Policy depends on all self-employed workers and employees, and those acting for the Company, playing their part in helping prevent bribery. Therefore, all self-employed workers and employees and others acting for, or on behalf of the Company are encouraged to report any suspected bribery in accordance with the procedures set out in this Policy or in the case of third parties to Senior Management.

Windsor Roofing Specialist will support any individuals who make such a report in good faith, and update our anti-bribery and corruption policy on an annual basis.

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