

ANTI-BRIBERY STATEMENT

Our Commitment to Preventing Bribery

At Blue Circle Surveyors Ltd, we are committed to applying the highest standards of ethical conduct and integrity in all our business dealings and relationships. Our employees, and anyone working or acting on our behalf, are responsible for maintaining our reputation and acting honestly and professionally.

We conduct our business transparently and ethically, ensuring that there is honest, open, and fair competition in the sectors we operate within. We understand that fair conduct fosters deeper relationships of trust between Blue Circle Surveyors Ltd and our external partners and clients. This commitment is essential for our reputation and future growth.

We do not tolerate any form of bribery, whether direct or indirect, by or of our employees or anyone acting on our behalf. We are committed to implementing and enforcing effective systems throughout our business to prevent, monitor, and eliminate bribery, in accordance with the UK Bribery Act 2010.

Anti-Bribery Policy

Our Anti-Bribery, Corruption & Terrorist Financing Policy is available to all employees and stakeholders. This policy outlines our stance on preventing and prohibiting bribery and applies to all employees, agency workers, consultants, contractors, and any other individuals or organisations acting on our behalf.

Bribery is defined as the offering, promising, or accepting of any incentive, gift, or advantage for personal or corporate gain or a breach of trust. This is strictly prohibited under our Anti-Bribery, Corruption & Terrorist Financing Policy.

Employees and associated persons are strictly prohibited from making, soliciting, or receiving any bribes or unauthorised payments. As part of our anti-bribery measures, we commit to ensuring that any hospitality or promotional expenditure is transparent, proportionate, reasonable, and legitimate. Such expenditure must be authorised in advance and recorded appropriately.

Breaches of Our Anti-Bribery, Corruption & Terrorist Financing Policy

Any breach of our Anti-Bribery, Corruption & Terrorist Financing Policy by an employee will be addressed in accordance with our disciplinary procedures. Bribery is a criminal offence and may result in up to 10 years' imprisonment, an unlimited fine for the individual, and an unlimited fine for the company.

We will not engage in business with external suppliers, partners, agents, or representatives that do not support our anti-bribery objectives and align with our company values. We reserve the right to terminate contractual arrangements with any third parties or associated persons where there is evidence of bribery.

The success of our anti-bribery measures depends on all employees and associated persons playing their part in detecting, preventing and reporting bribery. Individuals are encouraged to report any suspected bribery following the procedures outlined in our Anti-Bribery, Corruption & Terrorist Financing and Whistleblowing Policies. We will support individuals who report suspected bribery in good faith.

Monitoring and Review

The company directors will review compliance with this statement annually.

This statement does not form part of any employee's contract of employment or any contract with any third party and may be amended at any time.



Approved by:



Craig Shaw
Director – Blue Circle Surveyors Ltd

Date: 10/02/2025