

Anti-Bribery & Corruption Policy



1. Introduction and Scope:

At CM Building and Landscaping LTD, integrity and transparency are core values that guide our business practices. This Anti-Bribery & Corruption Policy (“the Policy”) establishes CM Building and Landscaping LTD’s commitment to preventing bribery and corruption in all aspects of its business operations and ensures compliance with all applicable anti-bribery and corruption laws, including but not limited to the UK Bribery Act 2010.

2. Policy Statement:

CM Building and Landscaping LTD prohibits all forms of bribery and corruption. This includes the offering, giving, receiving, or soliciting of any item of value to influence the actions of an official or other person in a position of authority, as well as engaging in any other form of corruption. CM Building and Landscaping LTD is committed to conducting business fairly, impartially, and in full compliance with all applicable laws and regulations.

3. Definitions:

- **Bribery:** Offering, giving, receiving, or soliciting something of value (including cash, gifts, hospitality, or entertainment) with the aim of influencing a person in the exercise of their duty.
- **Corruption:** Dishonest or unethical conduct by a person entrusted with a position of authority, often to acquire personal benefit.

4. Responsibilities:

All employees, contractors, consultants, and other individuals acting on behalf of CM Building and Landscaping LTD are required to adhere to this policy. It is the responsibility of all staff and associated persons to prevent, detect, and report any bribery or corrupt activities. Any questions regarding this policy or its applicability should be addressed to the Compliance Officer.

5. Gifts, Hospitality, and Expenses:

Gifts and hospitality may only be given or received within defined limits and must be transparent, proportionate, and recorded. They should not be offered with the expectation of gaining any advantage and should comply with the local law.

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6. Donations and Sponsorships:

Any charitable donations or sponsorships made by or on behalf of CM Building and Landscaping LTD must be transparent, documented, and made without an expectation of a business advantage.

7. Reporting and Whistleblowing:

Employees are encouraged to raise concerns about any instance or suspicion of bribery or corruption at the earliest possible stage. Reports can be made anonymously, and all reports will be investigated promptly and confidentially.

8. Record Keeping:

CM Building and Landscaping LTD will maintain accurate and complete records of all transactions and activities, including gifts and hospitality, in accordance with its internal control and accounting procedures.

9. Training and Communication:

Regular training and communication regarding this policy will be provided to all employees to ensure awareness and compliance.

10. Monitoring and Review:

This policy will be reviewed periodically and may be amended as required. The Compliance Officer will monitor the effectiveness of this policy and report to the Board of Directors.

11. Consequences of Breach:

Violation of this policy by any employee or associated person may result in disciplinary action, up to and including termination of employment or contract, and may also carry legal consequences.

12. Conclusion:

CM Building and Landscaping LTD is committed to the highest standards of ethical conduct and integrity in its business activities. This Anti-Bribery & Corruption Policy is central to this commitment, and all employees and associated persons are expected to share in upholding these values.

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Craig Merriman
Director,
CM Building and Landscaping LTD
01/01/2024

A handwritten signature in black ink, appearing to read "C. Merriman", is written over a light blue rectangular background.