

# ANTI-BRIBERY AND CORRUPTION

## **Policy statement**

Tubecraft is committed to conducting business in an ethical and honest manner and is committed to implementing and enforcing systems that ensure bribery is prevented. Tubecraft has zero-tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships. Tubecraft will constantly uphold all laws relating to anti-bribery and corruption in all our business operations. We are bound by the laws of the UK, including the Bribery Act 2010, in regard to our conduct and business ethics.

Tubecraft recognises that bribery and corruption are punishable by up to ten years imprisonment and a fine. If our company is discovered to have taken part in corrupt activities, we may be subjected to an unlimited fine, be excluded from tendering for public contracts, and face serious damage to our reputation. We therefore commit to preventing bribery and corruption in our business and take our legal responsibilities seriously.

This anti-bribery policy applies to all employees (whether temporary, fixed-term, or permanent), consultants, contractors, trainees, seconded staff, home workers, casual workers, agency staff, volunteers, agents, sponsors, or any other person or persons associated with us (including third parties), or any of our subsidiaries or their employees.

In the context of this policy, third-party refers to any individual or organisation our company meets and works with. It refers to actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, and government and public bodies – this includes their advisors, representatives and officials, politicians, and public parties.

Any arrangements our company makes with a third party is subject to clear contractual terms, including specific provisions that require the third party to comply with minimum expectations.