

## ANTI-BRIBERY POLICY

Bribery; the act of offering something of monetary or other value for personal, commercial or regulatory gain is strictly forbidden at Middlesex Hose and Fittings LTD. Bribery generally consists of offering, promising, asking, agreeing, receiving, accepting, or soliciting something of value or of an advantage so to induce or influence an action or decision.

We pride ourselves on our transparency and trustworthiness to our customers and suppliers and we are against any form of corrupt and unethical practise conducted by our own employees or on behalf of us (external providers).

We fully understand that giving and receiving gifts and/or hospitality is often considered to be a sign of appreciation and a goodwill gesture without any hidden agenda or expectation for anything in return. Items/hospitality received could include:

- Bottle(s) of wine
- Flowers
- Chocolates
- Gift vouchers (low value i.e. £20 or under)
- A meal (i.e. lunch, dinner)

We would never accept companies offering us a financial, or some other advantage, to their customers in return for completing works in a unethical way. This is completely unacceptable and illegal. We will cease business with any organisation or individual who we suspect are attempting to use bribery in their dealings with us.

Members of staff are permitted to accept this provided it is proportionate, not of excessive monetary value and that it is first approved by the management/director and recorded as such.

Staff are encouraged to be forthcoming about any hospitality they are given as gifts or hospitality given or offered to immediate staff or those working on our behalf without permission, or if we have reason to suspect that bribery is taking place, the matter will be investigated, and disciplinary action may be taken.

To remain in alignment with the law, this policy will be amended and updated as necessary.



Stuart Mundy  
Managing Director  
Middlesex Hose and Fittings Limited  
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