

### Scope

Avondale Construction Limited is committed to conducting business with integrity, transparency, and in full compliance with the Bribery Act 2010. We use a strict zero-tolerance policy towards bribery and corruption.

A bribe is defined as: giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so.

1. Employee conduct: If you bribe (or try to bribe) another person, intending either to obtain or keep business for the company, or to obtain or keep an advantage in the conduct of the company's business this will be considered gross misconduct.
2. Similarly accepting or allowing another person to accept a bribe will be considered gross misconduct. In these circumstances you will be subject to formal investigation under the Company's disciplinary procedures

As part of our quality systems, we expect that all its customers, suppliers or any other persons or companies acting for us or on our behalf to

- Have adequate anti-bribery procedures in place Risk assessments for bribery and fraud across all operations.
- Provide training and awareness for staff and agents on anti-bribery and fraud prevention.
- Have Whistleblowing mechanisms and protection against retaliation.
- Carryout Monitoring and auditing to verify effectiveness of controls.
- And compile fully with the Bribery Act 2010

If Avondale suspects any of its customers, suppliers or any other persons or companies acting for or on our behalf have been involved in any act, bribery, or corruption we shall take the proper steps which may lead to termination of commercial relationships.

### This statement reflects guidance by:

- Promoting a culture of ethical conduct and accountability
- Ensuring clear procedures for reporting and investigating suspected bribery
- Supporting fair treatment and protection for whistleblowers
- Applying consistent disciplinary action for breaches

Should you have any concerns, queries or questions about this letter please email them to:

[info@avondale-construction.co.uk](mailto:info@avondale-construction.co.uk)

Signature:



Managing Director

Mr. Nick Curran

Dated 26/9/2025.