

	Document Title	Anti-Bribery and Corruption Policy Statement			Prepared by	Sue Alsop	Date	08.01.2025
	Document Number	DXB Policy 07	Revision	4.0	Approved by	Simon Ruffles	Page Number	1
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DXB Pump & Power is committed to the highest standards of ethical conduct in all its business activities and relationships, supporting transparency to enhance customer satisfaction and trust. DXB Pump & Power has a zero-tolerance approach to bribery and corruption in all forms.

This policy applies to all individuals working for or on behalf of DXB Pump and Power at all levels whether permanent or temporary.

At all times DXB Pump & Power is committed to continuously improving anti-bribery and corruption measures, policies, and procedures to adapt to changing circumstances and evolving best practices. We have robust systems and controls in place which embrace the principles of compliance with the Bribery Act 2010.

Failure to comply with this Policy is considered by DXB Pump & Power as misconduct, leading to disciplinary action including dismissal. Further action may also be taken by the Police in accordance with the Bribery Act 2010 if the Company believes a criminal offence has been committed.

A **bribe** - is an inducement or reward offered, promised or provided in order to improperly gain any commercial, contractual, regulatory or personal advantage.

Fraud – is a crime of using dishonest methods to take something valuable from another person.

All employees receive training regarding bribery and corruption and must report any suspected bribery or corruption incidents to a senior manager without fear of retaliation of any kind if they believe or suspect that a conflict with this Policy has occurred or may occur in the future or if an employee is offered a bribe, or are asked to make one, or suspect that this may happen in the future.

It is important that employees who organise and/or attend Company events do so on the strict understanding that this is proportionate to the work they are doing and their relationships with the third parties involved. There are events that the Company has arranged to generate good will and build relations with clients. The receiving of gifts of a low financial value, such as company freebees, or other items of minimal value is acceptable provided the gift does not influence decision-making and the person is under no obligation to accept it.

The use of DXB Pump & Power funds, assets, or personnel for any unlawful, improper, or unethical purpose is strictly prohibited. Employees and representatives are expected to conduct Company business in compliance with all applicable laws in the countries in which the Company does business.

DXB Pump & Power's employees and representatives are forbidden from directly or indirectly making promises, authorising, or offering anything of value to a Foreign Official on behalf of the Company.

A zero-tolerance approach to bribery and corruption is communicated to all suppliers, contractors, and business partners at the beginning of any business relationship with them.

This Policy will be reviewed annually and is made available to all interested parties upon request.

Simon Ruffles, Managing Director
08.01.2025