ETHICAL BUSINESS

Anti-Bribery & Corruption Policy

Jigsaw Industrial Ltd

Jigsaw Industrial Ltd is committed to conducting business with integrity, honesty, and transparency. We have a zero-tolerance approach to bribery and corruption and will uphold all applicable anti-bribery laws, including the UK Bribery Act 2010.

Our Commitments

- We will not offer, give, solicit, or accept bribes or improper advantages in any form, whether directly or through third parties.
- We will avoid facilitation payments, kickbacks, or any practices that could be construed as corrupt.
- We will ensure charitable donations, sponsorships, and hospitality are transparent, proportionate, and not intended to influence business decisions improperly.
- We will carry out due diligence on suppliers, contractors, and business partners to minimise bribery and corruption risks in our supply chain.
- We will maintain accurate financial records and effective internal controls to prevent and detect bribery.
- We will encourage employees to raise concerns in confidence through our reporting procedures, without fear of retaliation.

Responsibilities

- The Managing Director has overall responsibility for this policy.
- All managers are responsible for promoting and enforcing compliance.
- All employees and contractors must comply with this policy and report any suspected breaches immediately.

This policy is communicated to all employees and made available to relevant third parties. It will be reviewed annually to ensure it remains effective and aligned with legal requirements and best practice.

Signed:
Ivan Perry
Managing Director · Jigsaw Industrial Ltd
Date: 01/01/2025