



Anti-Bribery, Anti-Fraud, and Anti-Corruption Policy

1. Introduction

R & G Precision Engineering Ltd is committed to conducting its business with honesty, integrity, and transparency. This policy outlines the principles and guidelines that employees, agents, contractors, and other representatives must adhere to in preventing bribery, fraud, and corruption in all aspects of our business operations.

2. Policy Statement

2.1 Anti-Bribery

R & G Precision Engineering Ltd strictly prohibits any form of bribery, whether direct or indirect, and at any level within the organization. This includes offering, giving, receiving, or soliciting anything of value with the intention of influencing the actions of individuals or organizations.

2.2 Anti-Fraud

R & G Precision Engineering Ltd is dedicated to preventing and detecting fraud within the organization. Fraud includes any intentional deception or misrepresentation that results in an unauthorized benefit or financial loss to the company. This encompasses fraudulent financial reporting, misappropriation of assets, and other deceptive practices.

2.3 Anti-Corruption

R & G Precision Engineering Ltd prohibits any form of corruption, including but not limited to extortion, embezzlement, money laundering, and abuse of power for personal gain. We are committed to maintaining a culture of honesty and fairness in all our business dealings.

3. Compliance with Laws and Regulations

All employees and representatives must comply with all applicable laws and regulations related to anti-bribery, anti-fraud, and anti-corruption. This includes but is not limited to the UK Bribery Act, relevant anti-corruption laws, and any other legislation applicable to our business operations.

4. Gifts, Hospitality, and Entertainment

While the company recognizes that the exchange of gifts, hospitality, and entertainment is a common business practice, these activities must be carried out in a manner that is transparent, proportionate, and in compliance with applicable laws. Employees should refer to the company's separate Gifts and Hospitality Policy for detailed guidelines.

5. Reporting

5.1 Reporting Mechanism

All employees, agents, and representatives are encouraged to report any known or suspected violations of this policy promptly. Reports can be made through the company's designated reporting channels, which may include a confidential hotline or reporting to a designated compliance officer.



5.2 Non-Retaliation

R & G Precision Engineering Ltd prohibits retaliation against individuals who, in good faith, report violations of this policy. Any form of retaliation will be subject to disciplinary action, including termination of employment or contractual relationship.

6. Training and Awareness

The company will provide regular training to employees and representatives to ensure awareness and understanding of this policy, as well as the legal and ethical implications of bribery, fraud, and corruption.

7. Monitoring and Review

R & G Precision Engineering Ltd will periodically review and update this policy to ensure its effectiveness and relevance. The company will also conduct internal audits to monitor compliance with the policy and take corrective action as necessary.

8. Conclusion

Adherence to this Anti-Bribery, Anti-Fraud, and Anti-Corruption Policy is essential for maintaining the trust and reputation of R & G Precision Engineering Ltd. By following these guidelines, we contribute to a business environment that is fair, ethical, and in compliance with all applicable laws.

Date of Last Review: 13th November 2023