

Anti Bribery Policy Statement

The purpose of this Policy Statement is to set out for all employees, board members and clients that Imperial Ductwork Services Ltd (IDSL) aim to limit any kind of bribery in accordance with the Bribery Act 2010, by;

- Establishing the fundamental principles of the giving, accepting and refusing of gifts and hospitality.
- Encouraging IDSL employees to be aware and report any suspicion or attempt of bribery.
- Fully investigate any report of alleged bribery and action any individual involved in the act of bribery. This could be by assisting police or any other authority as a result of any prosecution.

IDSL does not tolerate corruption, bribery or fraud in accordance with law regulation and the companies Code of Conduct. All Business must be conducted honestly without engaging in corruption bribery or fraud. IDSL employees either directly or indirectly must not give or receive anything of value for the purpose of encouraging improper business performance or gaining any improper business advantage. Furthermore, employees should not use deceit to gain any financial or personal advantage. Engaging in fraud, corruption or bribery even indirectly may lead to dismissal, end of a business relationship, as well as substantial fines and even imprisonment.

IDSL also takes appropriate steps to prevent any third party that provide a service on IDSL's behalf from engaging in bribery, corruption and fraud. All sponsorships or charitable contributions must be both transparent and recorded accurately. IDSL does not give donations to political parties, campaigns, groups or individuals. Any gifts and hospitality either offered or accepted must be for business purposes, reasonable and appropriate given the circumstances. Gifts or hospitality that exceeds £100 must be approved by line management and recorded accurately. All of IDSLs accounts must be accurate and detailed to reflect all obligations and transactions and must not include any false or misleading information.

Implementation and Governance

This policy is achieved through the effective operation of our integrated management systems together with leadership, professionalism and commitment of all personnel at IDSL. Anti-bribery and Corruption Laws are reviewed by the board of Directors regularly, to ensure compliance against any client driven activity or involvement associated with project secured or any future projects. These Directors are responsible for the implementation of this policy within their workstream. Processes for managing bribery, corruption or fraud include delivering a clear framework for managing corruption, bribery and fraud risks to ensure appropriate controls and to monitor their effectiveness.

Training, Due Diligence and Risk Management

Carrying out due diligence and risk assessments procedures before engaging with third parties. Increasing the awareness, knowledge and skills of our employees to prevent bribery, corruption and fraud and to be able to recognise any potential risks through mandatory training modules and workshops.

Reporting Concerns and Whistleblowing

Employees also have the duty to speak up or report any concerns of any incident of bribery, corruption or fraud (actual or suspected). These reports are made in confidence with anonymity and will be handled and dealt with appropriate care.



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Competition Law Compliance

IDSL are committed to ensuring that we, and those we engage with, comply with Competition Law as prescribed by the Competition & Markets Authority.

Anyone within IDSL that believes that the Competition Law has been breached, either internally or externally, shall report such concerns to the managing director for further investigation.

Such breaches include, but are not limited to, Bid Rigging, Price Fixing and Abusing a Position of Power.

Dean Barnes
Managing Director

A handwritten signature in black ink, appearing to read 'D. Barnes', is positioned below the printed name and title.

August 2026