



C•E•P DEMOLITIONS LTD
COMPETENT - EXPERIENCED - PROFESSIONAL

Anti-Bribery, Corruption, Fraud and Malpractice Policy

August 2013

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Section	Content	Page No
1.	Introduction	2
2.	Aims of the Policy	2
3.	Scope	2
4.	Policy	2
5.	Responsibilities	2
6.	Training and Communication	3
7.	Raising Concern and Seeking Guidance	3
8.	Internal Controls	3
9.	Policy Review	3



1. INTRODUCTION

Bribery, corruption, fraud and malpractice is a feature of life in many countries across the world. Governments, businesses and non-governmental organisations are working together to tackle the issue but despite our collective efforts eradicating all forms of bribery, corruption, fraud and malpractice will take time. CEP Demolitions (CEP) therefore has a clear policy and we support our employees to make decisions in line with our stated position.

Our conduct is based on our commitment to acting professionally, fairly and with integrity. CEP does not tolerate any form of bribery, corruption, fraud or malpractice.

2. AIMS OF POLICY

The aim of this policy is to set out the responsibilities of CEP in observing and upholding our position on bribery, corruption, fraud or malpractice.

3. SCOPE

This policy applies to CEP employees (staff, contract and temporary) and extends to all our majority owned business dealings and transactions in all areas in which we operate.

We will encourage the application of this policy amongst our business including contractors and suppliers.

4. POLICY

CEP does not engage in bribery, corruption, fraud, malpractice or any unethical inducement or payment including facilitation payments and 'kickbacks.' All employees are required to avoid any activities that might lead to, or suggest, a conflict of interest with the business of the company. Employees must declare and keep a record of hospitality or gifts accepted or offered, which will be subject to managerial review. We do not make direct or indirect contributions to political parties.

5. RESPONSIBILITIES

The Managing Director of CEP will establish appropriate responsibilities and procedures within its operations. If any instance of bribery, corruption, fraud or malpractice is identified; we will take remedial steps immediately.



6. TRAINING AND COMMUNICATIONS

We will communicate this policy and relevant guidance to employees. We will also communicate this policy to our suppliers and contractors. Managers and employees will receive relevant training on how to implement this policy in the scope of their employment with the company.

7. RAISING CONCERNS AND SEEKING GUIDANCE

Employees are encouraged to raise concerns about any instance of malpractice at the earliest possible stage.

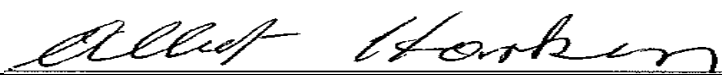
8. INTERNAL CONTROLS

CEP will establish mechanisms in order to maintain accurate records - available for inspection - which properly and fairly document all financial transactions.

9. POLICY REVIEW

This policy will be reviewed every three years or earlier should an improvement be identified. Policy reviews will be approved by the Management Team.

This policy statement has been approved and authorised by:

Name:	Albert Harkess
Position:	Managing Director
Signature:	
Date Approved:	August 2013
Policy Review Date:	August 2016