

RUANE CONSTRUCTION LTD

Bribery Fraud and Corruption

Ruane Construction Ltd are committed to honest legal, ethical and moral standards. It is also committed to the elimination of any fraud and /or malpractice. All members of staff are expected to share this commitment.

The Managing Director wishes to encourage anyone having reasonable suspicions of fraud or malpractice to report them. Therefore it is also the organisations's policy, which will be rigorously enforced, that no employee will suffer in any way as a result of reporting reasonably held suspicions.

The aims of this Policy are to:

- promote a culture of honesty, integrity and professionalism;
- set out Ruane Construction Ltd's responsibilities, and of those working for or on behalf of the company, in observing and upholding the companies' position on bribery, fraud and corruption; and
- Provide information and guidance to those working for Ruane Construction Ltd on how to recognise and address bribery, fraud and corruption issues.

This policy applies to any irregularity, or suspected irregularity, involving employees as well as consultants, suppliers, contractors, and / or any other parties with a business relationship with this organisation. These parties must abide by the laws of the UK, including the Bribery Act 2010, in respect of conduct both at home and abroad. Any investigative activity required will be conducted without regard to any person's relationship to this organisation, position or length of service.

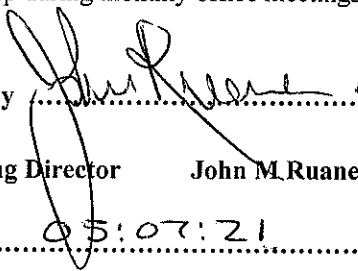
Fraud & malpractice comprises both the use of deception to obtain an unjust or illegal financial advantage and intentional misrepresentations affecting any aspect of company activity by one or more individuals among management, staff or third parties.

Bribery and corruption are unacceptable practices, and are punishable for individuals by up to ten years imprisonment and or an unlimited fine. If the company is found to have taken part in corruption it could also face a fine and be excluded from tendering for public contracts, as well as suffering damage to its reputation. Bribery fraud and malpractice could also attract liability under the Bribery Act 2010 if a person associated with it is found to have paid a bribe on its behalf. Likewise fraud may lead to civil and / or criminal proceedings under the Fraud Act 2006.

Any suspected case of fraud, malpractice etc. must immediately be reported to the Managing Director so that appropriate action can be taken.

All reports will be investigated and where appropriate, disciplinary action taken. This may in extreme cases involve summary dismissal and legal proceedings. "Whistleblowers" acting in good faith will not be penalised directly or indirectly for their actions. Malicious accusations may be the subject of disciplinary action.

This Policy shall be reviewed by the Managing Director on an annual basis and any feedback or ideas for improvement should be flagged up during monthly office meetings. The company is committed to continual elimination of any fraud and / or malpractice.

Signed by 

Managing Director John M. Ruane

Date 05:07:21

Approved by:	J Ruane	Last Review Date:	5 th July 2021
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