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Anti-Bribery and Corruption Policy Statement

Purpose

Metal Finishings Ltd conducts all business with honesty, integrity, and fairness. We have a zero-tolerance approach to bribery and corruption in any form.

Commitment

We comply with the **Bribery Act 2010** and expect the same from everyone we work with. No employee, contractor, or third party may offer, give, request, or accept any bribe or improper advantage, whether directly or indirectly.

Gifts and Hospitality

Modest and reasonable hospitality may be accepted or given if it is clearly for business purposes and not intended to influence a decision. Cash or cash-equivalent gifts are strictly prohibited. Any offer that could be seen as improper must be reported to management.

Facilitation Payments & Political Contributions

We do not permit facilitation payments, “kickbacks”, or political donations of any kind. Charitable donations are only made through transparent and approved channels.

Raising Concerns

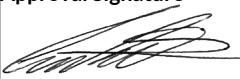
Anyone who suspects bribery or corruption should report it immediately to Senior Management. Reports will be treated confidentially, and no one will suffer any detrimental treatment for refusing to take part in bribery or for raising a concern in good faith.

Responsibility

All staff are responsible for reading and following this policy. Breaches will be treated as serious misconduct and may lead to disciplinary or legal action.

Issued 2025-10-07
<http://metalfinishingsltd.co.uk>

Issued By C Langton
Approved By C Langton
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Approval Signature

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