



ANTI BRIBERY AND CORRUPTION POLICY

COMMITMENT

Bribery is the offering, promising, giving, accepting or soliciting of an advantage as an inducement for action which is illegal, unethical or a breach of trust. A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory or personal advantage and can take the form of gifts, loans, fees, rewards or other advantages e.g. Donations.

Perkins Builders is committed to ensuring that all of our business is conducted in an honest and ethical manner. We take a no tolerance approach to bribery and corruption and we are committed to acting professionally and with integrity in all of our business dealings and relationships by implementing and enforcing effective systems to counter bribery.

Our business objective is to establish controls to ensure compliance with all applicable anti bribery and corruption regulations, and to ensure that the Company's business is conducted in a socially responsible manner.

Perkins Builders shall comply with all relevant anti bribery and corruption legislation.

MANAGEMENT RESPONSIBILITIES

The Managing Director is ultimately responsible for anti bribery and corruption compliance throughout the Company.

EMPLOYEE RESPONSIBILITIES

The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for Perkins Builders or under the control of Perkins Builders. All employees are required to avoid any activity that may lead to, or suggest a breach of this policy.

Employees shall notify their relevant Manager as soon as possible if there is reason to believe or suspect that a conflict with, or breach of, this policy has occurred, or may occur in the future. Any employee whom breaches this policy may face disciplinary action, which could result in termination of employment.

CONSULTATION

All Perkins Builders employees have a responsibility to help detect, prevent and report instances not only of bribery and corruption, but also of any other suspicious activity or wrongdoing in connection with Perkins business.

Perkins Builders are committed to ensuring that all employees have a safe, reliable and confidential way of reporting any suspicious activity. Employees are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage with their relevant Manager. Uncertainty surrounding whether a particular act constitutes bribery or corruption, or any other queries or concerns, shall be raised with the relevant Manager.

REVIEW

This Policy shall be subject to Internal Audit and Management Review to ensure the adequacy and effectiveness of this Policy is reviewed and maintained.

Managing Director
30th June, 2026