



Anti-Bribery and Corruption Policy

Date: 15 July 2025

1. Policy Statement

MVR Rivermount Construction Ltd is committed to conducting business with integrity, transparency, and fairness. We do not tolerate bribery or corruption in any form and are committed to implementing and enforcing effective systems to prevent such practices.

2. Purpose

The purpose of this policy is to set out the responsibilities of the company and those working for it, in observing and upholding our position on bribery and corruption.

3. Scope

This policy applies to all individuals working for or on behalf of the company, including employees, contractors, suppliers, and any third-party representatives.

4. Definitions

Bribery refers to offering, giving, receiving, or soliciting something of value to influence a business outcome. Corruption is the abuse of entrusted power for private gain.

5. Responsibilities

All staff and representatives are responsible for reading, understanding, and complying with this policy. They must avoid any activity that might lead to, or suggest, a breach of this policy. It is the responsibility of every employee to act with integrity and avoid any actions that could be perceived as corrupt.

Managers must lead by example and ensure those reporting to them understand and follow this policy. Regular training and reminders should be provided to promote awareness. Any concerns raised by employees must be taken seriously and addressed promptly by management.

Employees must immediately disclose any conflicts of interest or personal relationships that might lead to a perception of bribery or bias in decision-making. Transparency in all business dealings is essential to maintaining our reputation and compliance.

6. Reporting Concerns

Employees are encouraged to report any concerns or suspicions of bribery or corruption at the earliest opportunity. Concerns can be reported to a line manager, the HR department, or the designated compliance officer. All reports will be handled sensitively and, where possible, confidentially.

The company is committed to ensuring that no one suffers any retaliation, victimisation, or disadvantage for raising concerns in good faith. Anonymous reports will also



be taken seriously, although investigations may be more limited if the source cannot be verified.

We strongly encourage a “speak-up” culture and will support any employee who raises a genuine concern. We treat all reports seriously and will investigate them thoroughly and fairly.

7. Consequences of Breach

Any breach of this policy may result in disciplinary action, including dismissal, and potentially legal prosecution.

8. Policy Review

This policy will be reviewed regularly and updated as needed to ensure ongoing compliance with legal and ethical standards.

Madankumar Yeligar

Director

MVR Rivermount Construction Ltd