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## ANTI BRIBERY & FRAUD PREVENTION POLICY

AMP Technical Services Ltd is committed to conducting business ethically and transparently. We uphold the highest standards of integrity and transparency to strictly prohibit bribery and prevent fraud. We recognise our responsibility to prevent improper conduct by employees, contractors, subcontractors, and anyone acting on our behalf.

This policy applies to all employees, subcontractors, consultants, and third parties associated with AMP Technical Services Ltd. It covers all our business activities, as well as any interactions with clients, suppliers, and governmental bodies. The policy has been developed using The Bribery Act 2010, The Fraud Act 2006, The Economic Crime and Corporate Transparency Act 2023 (ECCTA) and The Failure to Prevent Fraud Act 2025

### **Definitions;**

**Bribery:** Offering, giving, receiving, or requesting something of value to influence a decision or gain an improper advantage.

**Corruption:** Abuse of entrusted power for private gain.

**Fraud:** Any dishonest act intended to result in financial or personal gain, including; False representation, misuse of company funds, manipulation of financial records, theft of assets, false invoicing, misleading clients or suppliers.

### **AMP Technical Services will:**

Maintain clear procedures to prevent bribery, corruption, and fraud.

Conduct proportionate risk assessments.

Ensure financial controls are robust.

Provide training appropriate to our size and risk profile.

Encourage reporting of concerns without fear of retaliation.

Take disciplinary action where breaches occur.

Ensure compliance and investigate allegations.

Employees and associated parties must not:

- Offer or accept bribes, gifts, or hospitality intended to influence decisions.
- Facilitate payments.
- Manipulate financial records or invoices.
- Misuse client or company funds.
- Provide false information to clients, suppliers, or authorities.
- Engage in fraudulent behaviour of any kind.
- Use company assets for personal gain.
- Hide or fail to report suspected wrongdoing.



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Modest, customary gifts and hospitality may be permitted, provided they are:

- Offered in good faith and without expectation of influence.
- Are transparent, approved and recorded appropriately.

AMP Technical Services expect Subcontractors & Third Parties to comply with this policy and will, prior to engagement:

Assess their integrity and reputation.

Ensure they understand and agree to comply with this policy.

Monitor their performance and conduct.

Employees and Subcontractors or Third Parties Must:

- Report any suspected bribery, corruption or fraud immediately to a company director.
- Adhere to this policy when conducting business on our behalf.

Employees can report concerns confidentially through the MLRO (see the anti-money laundering policy).

**Violations of this policy may result in disciplinary actions, including termination and legal proceedings (including reporting to law enforcement and civil or criminal penalties).**

This policy will be reviewed annually and updated to comply with relevant laws.

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