

Anti Bribery Policy

P&G Blacksmiths and Fabricators as a company is committed towards Anti Bribery as a crucial part of it's undertakings and management system by implementing the below actions;

- Prohibiting bribery, corruption and extortion;
- No acceptance or receipt of gifts;
- Ethical business practices through transparent financial reporting;
- Accuracy in all financial records and reporting;
- Raising awareness of employees, representatives, contractors and suppliers about company policy with regard to potentially corrupt or unethical practices and how to counter and report same;
- Ensuring Management set an example for anti-corruption and provide commitment, encouragement and oversight for implementation of anti-corruption policies;
- Identifying risks of corruption and implementing and maintaining policies and practices to counter corruption and extortion;
- Encouraging employees, partners, representatives and suppliers to report violations of Company policies and unethical and unfair treatment by adopting mechanisms and procedures that enable reporting and follow up action without fear of reprisal;
- Complying with all legal and regulatory requirements concerning bribery and corruption and prevention and reporting of same;
- Cooperation with investigations regarding bribery and corruption conducted by Government Agencies or their legally appointed representatives.

This policy is communicated throughout the organization, suppliers and stakeholders and will be reviewed annually as a minimum for the purposes of continual improvement within the Company.

Approved by: Gary Carling Managing Partner

Date: 16 October 2025