



ANTI-BRIBERY AND CORRUPTION POLICY STATEMENT

D&D Rail Limited is fully supportive of the Bribery Act 2010.

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

We implement and enforce effective systems to prevent bribery and seek to ensure that all those we conduct business with have the same commitment.

This includes prevention of money laundering, falsification of company books/ records and fraud.

Whistleblowing is the term for when an employee or other person reports knowledge or suspicion of wrongdoing or negligence within a company's activities, including concerns about the company's third parties whose activities may negatively impact on the reputation of the company. D&D Rail Limited recognizes that 'whistleblowing' is a negative term in many cultures, therefore the term 'speak up' is preferred, as this better conveys what staff are expected to do when confronted by concerning issues.

D&D Rail Limited will uphold all laws relevant to preventing bribery and corruption in the jurisdiction in which we operate and will be bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct.

D&D Rail Limited encourages concerns about any issue or suspicion of malpractice to be raised at the earliest possible opportunity by contacting:

Mr David Farrow
Managing Director at D&D Rail Limited
Time House
Time Square
Basildon
Essex, SS14 1DJ
Telephone 01268 520000

This policy is to be reviewed annually (as a minimum) unless there are changes in the responsibilities of the persons named within it or other changes of substance, in which case a revised policy will be issued immediately to all existing policy holders.

A handwritten signature in black ink, appearing to read 'David Farrow', is written over a light blue horizontal line.

David Farrow M.B.E.
Managing Director
D&D Rail Limited

4th July 2024