



BRIBERY & ANTI-CORRUPTION POLICY


M&E Solutions is committed to conducting all business dealings with integrity and in compliance with all applicable laws. This Bribery and Anti-Corruption Policy reflects our zero-tolerance approach to bribery and corruption and underscores our commitment to ethical business practices.


Scope

This policy applies to all employees, officers, directors, agents, consultants, contractors, partners, and any other parties who are involved in business with M&E Solutions, across all countries and industry sectors.

Policy Statement

- **Prohibition of Bribery and Corruption:** M&E Solutions prohibits bribery and corruption in any form. This includes the offering, promising, giving, accepting, or soliciting of any item of value, either directly or indirectly, to influence the actions of an individual or organization to obtain or retain business, or secure any improper advantage.
- **Compliance with Laws:** All business activities must be carried out in compliance with applicable anti-bribery and anti-corruption laws and regulations in the jurisdictions where we operate.
- **Gifts and Hospitality:** M&E Solutions maintains strict guidelines regarding the giving and receiving of gifts and hospitality. All such exchanges must be transparent, modest, and intended solely to create goodwill in business relationships, not to influence decision-making.
- **Reporting and Whistleblowing:** Employees are encouraged to report any suspected instances of bribery or corruption through the appropriate channels. Reports can be made anonymously and will be treated confidentially. M&E Solutions is committed to protecting individuals who raise concerns from retaliation.
- **Record-Keeping:** We require accurate and complete records of all transactions. Falsification of any business documents or engaging in any form of off-the-books transactions is strictly prohibited.
- **Training and Communication:** Regular training on this policy and relevant anti-bribery and anti-corruption laws will be provided to employees. This policy will be clearly communicated to all stakeholders.
- **Due Diligence:** M&E Solutions will conduct due diligence on partners, contractors, and agents to ensure compliance with this policy.
- **Enforcement and Sanctions:** Any breach of this policy will be taken seriously and may result in disciplinary action, up to and including termination of employment or contracts. Where necessary, incidents may also be reported to the relevant authorities.
- **Management Responsibility:** Senior management at M&E Solutions is responsible for ensuring the implementation, monitoring, and enforcement of this policy.


Peter Valeontis - Director


Paul Grabham - Director