ANTI-BRIBERY STATEMENT 2025

SPL Powerlines UK Ltd./Power & Infrastructure Resourcing Limited (P&I) operate a zero-tolerance policy with regard to bribery and corruption and all Directors/employees and officers of the organisation are bound by this Statement.
We have a zero-tolerance approach to acts of bribery and corruption, by employees or anyone acting on our behalf. Any breach of our Compliance Policies or Supplier Code of Conduct will be regarded as a serious matter by the Company and is likely to result in disciplinary action.

This means that the Company and its employees will never seek, accept or give a bribe, facilitation payment, kickback or any other improper payment. We must also always ensure that we operate with appropriate transparency in all our business dealings.

Who is covered by our Compliance Policies?

The Policies apply to all individuals working at all levels and grades, including senior managers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, and any other person providing services to us.

What is a bribe?

Bribes can take on many different shapes and forms, but typically they involve corrupt intent. There will usually be a 'quid pro quo' – both parties will benefit.

- A bribe is a financial or other advantage offered or given
- to anyone to persuade them to or reward them for performing their duties improperly or
- to any public official with the intention of influencing the official in the performance of his / her duties.

Gifts and Hospitality

This policy does not prohibit giving and receiving promotional gifts of low value and normal and appropriate hospitality. However, in certain circumstances gifts and hospitality may amount to bribery and all employees must comply strictly with policy in respect of gifts and hospitality. We will not provide gifts or hospitality with the intention of persuading anyone to act improperly or to influence a public official in the performance of his duties.

Facilitation payments, kickbacks & donations

We do not make, and will not accept, facilitation payments or “kickbacks” of any kind. Facilitation payments are typically small, unofficial payments made to secure or expedite a routine government action by a government official. Kickbacks are typically payments made in return for a business favour or advantage. All employees must avoid any activity that might lead to, or suggest, that a facilitation payment or kickback will be made or accepted by us. We do not make contributions of any kind to political parties. No charitable donations will be made for the purpose of gaining any commercial advantage.

Raising Concerns

Employees will be encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage. No employee will suffer any detriment as a result of raising genuine concerns about bribery, even if they turn out to be mistaken.

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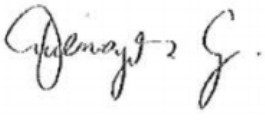
Martin Hawley
Managing Director



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Guenter Kielmayer
Managing Director