

BGEN is a multi-disciplined engineering solutions provider, operating in a diverse range of industry sectors in the UK and internationally.

We provide a wide scope of project services from project management, design, fabrication and installation to commissioning and ongoing maintenance services and we have strong in-house resources in all the major Engineering Construction disciplines, including Mechanical, Electrical and Instrumentation, Technology, and HVAC/Sophisticated Environments.

We pride ourselves on our reputation for acting fairly and ethically wherever we do business. Our reputation is built on our values as a company, the values of our employees, and our collective commitment to acting with integrity, honesty, openness, and professionalism throughout our organisation.

BGEN condemns corruption in all its forms and we will not tolerate it in our business or in those we do business with.

Our Anti-Bribery and Corruption Policy sets out in detail how you should behave and what you should do if you are confronted with corruption. We expect that all of you will embrace the policy and its values and use them in all aspects of your day-to-day work.

The policy is for your benefit as much as for our customers, business partners, subcontractors, suppliers, and associated persons, and all others acting on behalf of BGEN.

If convicted of a bribery offence, BGEN might get a significant fine and suffer lasting reputational damage.

If you are convicted of a bribery offence, you could face up to ten years in prison.

The potential harm done by bribery, both to BGEN and to you, is long-term and hugely outweighs any potential short-term gain. Bribery is just not worth the risk.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

BGEN's Modern Slavery Policy defines our approach to the prevention, detection, and reporting of modern slavery in any part of BGEN's business or supply chain, whether in the UK or abroad, is the responsibility of all who work for BGEN

BGEN's Prevention of Illegal Working Policy sets out our responsibility, as an employer to ensure that only applicants that have the right to work in the UK are employed by BGEN.

If you have any doubts about anything at all, refer to the policy or you can speak to Executive Board (Compliance Authority) (compliance@b-gen.co.uk) in complete confidence. The Board is committed to eradicating corruption and illegal working we will stand by you in acting ethically.

Statement Of Ethics

We ask all employees to adopt the following principles in relation to antibribery & corruption and the prevention of illegal working in the uk: -

Responsibility

You are responsible for your actions. If you break the law, you will have to face the consequences, which could mean a fine, imprisonment, or both.

Integrity

Don't compromise your integrity. If you think something is wrong, ALWAYS report it. If you aren't sure, consult the policy. Don't ever let yourself be forced into doing something you know or suspect is wrong.

Genuineness

Always pay genuine prices for genuine goods and services. Never pay over the odds. Agents who ask for especially large fees or commissions may do so in order to pay bribes on your behalf. If this happens, you will be responsible. Excessive payments are obvious and will always be uncovered.

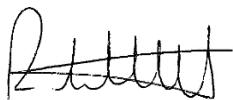
Honesty

Act honestly and in good faith at all times and in all aspects of your work.

Transparency

Keep accurate records (including all invoices and receipts) of everything that you do, especially in relation to the payments you make and what they are for. Full and accurate records demonstrate complete transparency and that you have nothing to hide.

Remember, take the RIGHT approach, and we can eradicate corruption together.



Robin Whitehead
On Behalf the Board of Directors
For and on behalf of BGEN

October 2022