



Anti-Bribery and Corruption Policy Statement

TXM Plant Limited is committed to applying the highest standards of ethical conduct and integrity in its business activities. Every employee and individual acting on TXM Plant Limited behalf is responsible for conducting company business honestly and professionally.

TXM Plant Limited considers that bribery and corruption have a detrimental impact on business by undermining good governance and distorting free markets.

TXM Plant Limited benefits from carrying out business in a transparent and ethical way and by helping to ensure that there is honest, open and fair competition in our sectors. Where there is a level playing field, TXM Plant Limited can lead the market through innovation and by delivering excellent services and products to its customers.

TXM Plant Limited does not tolerate any form of bribery by, or of, its employees or any persons or companies acting for it or on its behalf. The Company management are committed to implementing and enforcing effective systems to prevent, monitor and eliminate bribery, in accordance with the Bribery Act 2010

A bribe is a financial advantage or other reward that is offered to, given to, or received by an individual or company (whether directly or indirectly) to induce or influence that individual or company to perform public or corporate functions or duties improperly.

Employees and others acting for or on behalf of The TXM Plant Limited are strictly prohibited from making, soliciting or receiving any bribes or unauthorised payments. As part of its anti-bribery measures, TXM Plant Limited is committed to engage only in transparent, proportionate, reasonable and bona fide hospitality and promotional expenditure.

A breach of The TXM Plant Limited ethical behaviour policy by an employee will be treated as grounds for disciplinary action, which may result in a finding of gross misconduct and immediate dismissal. Employees and other individuals acting for TXM Plant Limited should note that bribery is a criminal offence that may result in up to 10 years' imprisonment and/or an unlimited fine for the individual and an unlimited fine for TXM Plant Limited.

TXM Plant Limited will not conduct business with service providers, agents or representatives that do not support the anti-bribery objectives.

The success of The TXM Plant Limited anti-bribery measures depends on everyone playing their part in helping to detect and eradicate bribery. Therefore, all employees and others acting for, or on behalf of, TXM Plant Limited are encouraged to report any suspicious activity to the Chief Executive Officer who will support any individuals who make such a report in good faith.

Brian Reynolds
Chief Executive Officer

Review due by 31st January 2024

