

Alpha Marine strongly believes that business is an activity with moral responsibilities. Corrupt activity, bribery or attempted bribery is never acceptable. Alpha Marine will act in accordance with the Prevention of Corruption Acts 1889-2010 in Ireland and the Bribery Act 2010 in the UK, which prohibits bribery both within and outside the borders by any employee, member or associate. A breach of these laws is a serious offence, which could result in imprisonment of individuals and unlimited fines for the company. Any association with bribery and corruption could do irreparable damage to Alpha Marine's structure and reputation and will not be tolerated.

Alpha Marine is committed to:

- Forbidding the improper authorisation, promise, offer, payment or giving of money or anything else of value for the purpose of obtaining or retaining business or business advantage.
- Forbidding the request, agreement, receipt or acceptance of a bribe by employees, associates, contractors or anyone under Alpha Marine's operation.
- Ensuring that company funds are not used for unlawful purposes.
- Forbidding fraudulent practice – i.e. the misrepresentation of facts in order to influence a selection process of the execution of a contract to the detriment of the client.
- Requiring that all employees and members certify on a regular basis that they have complied with all applicable anti-corruption laws.
- Ensuring existing employees state that they understand and will apply the provisions of the policy.
- Providing regular information to all employees, agents and subcontractors to explain company anti-bribery and corruption policies.
- Providing a system to report the breach of this code by an individual or group.
- Circulation of this Bribery and Corruption Policy to all company employees and consultants at the time of appointment.
- Ensuring a zero tolerance approach in accordance with relevant legislation in Ireland and UK.

This policy is communicated to all employees and organisations working on Alpha Marine's behalf. They are expected to co-operate and assist in the implementation of this policy.

This policy will be reviewed annually by management. Older versions will be archived. It will be displayed on site where the company operates and on the company website. It will be part of employee and sub-contractor induction and on-going training procedures.



Simon Greenwood
QHSE Manager



Tim Greenwood
Commercial Director