

STAFFORD ROOFING LTD

Asphalt, 3Layer Felt Roofing, Liquid Coating Systems, Slate & Tiling, Leadwork.

Asheton Farm Business Centre, Tysea Hill, Stapleford Abbots, Essex, RM4 1JU

Compliance with the UK Bribery Act 2010

Stafford Roofing Limited is committed to ensuring that no form of bribery takes place within the company or relating to the company in any way.

There are 6 principles that we implement and abide by to ensure that bribery is prevented:

1. **Proportionality:** We operate in a market where bribery is not particularly prevalent; however we also recognise that the market can become overly competitive. As we see this happening, we up the measures we have in place to prevent and avoid bribery.
2. **Top Level Commitment:** Stafford Roofing Ltd.'s senior management are in the best position to ensure that the company conducts business without bribery. They actively ensure that all staff, especially middle management as they can reinforce it with staff under their command, and the key people we do business with understand that we as a company do not tolerate bribery.
3. **Risk Assessment:** We take practical steps to assess and mitigate risk; for example using internet searches and use word of mouth to check that companies we work with have no previous instances of corruption or bribery.
4. **Due Diligence:** Where we decide to undertake due diligence, how much we do will depend on our risk assessment. If we assess the risk as low then all we may need to do is satisfy ourselves that people performing services for us are genuine and someone we can trust to do our business without bribing. Where we think the risks are higher, then we may need to do more. We might ask said person/company for a CV, financial statements or accounts, and other references. We will then follow those up to ensure they are genuine.
5. **Communication:** Whenever anyone joins Stafford Roofing Ltd as an employee we make sure that they are aware of our policy regarding bribery. This is reiterated to them throughout their employment to avoid any possible instances of bribing.
6. **Monitoring and Review:** This policy will be reviewed yearly as if the company continues to grow we will be more at risk of experiencing bribery and more in depth measures may have to be implemented.



Dean Stafford
Managing Director