



DORNAN
A Turner Company

Dornan Engineering Limited its Subsidiaries and Branches
Hereafter for the purpose of this Statement known as **Dornan**

ANTI-BRIBERY STATEMENT



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JANUARY 2026



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ANTI-BRIBERY STATEMENT

1. COMMITMENT TO INTEGRITY

Dornan is steadfast in its commitment to integrity, transparency, and ethical conduct. We operate in full compliance with all applicable anti-bribery and anti-corruption laws and maintain a zero-tolerance policy toward bribery and corruption in any form, direct or indirect, across all jurisdictions where we conduct business. This Anti-Bribery Statement (“Statement”) complements and reinforces the principles set out in Dornan’s Anti-Bribery Policy and the Anti-Bribery Management System (“ABMS”), which together serve as cornerstones of our compliance framework.

2. SCOPE

This statement applies to:

- All employees, officers and directors
- All third parties and business partners acting on behalf of Dornan
- All transactions and interactions in both public and private sectors

3. PROHIBITED PRACTICES

We strictly prohibit:

- Offering, giving, soliciting, or accepting bribes, facilitation payments, or any improper advantage
- Any action intended to unduly influence business decisions or gain an unfair benefit
- Gifts, hospitality, or entertainment that compromise ethical standards or create a perception of impropriety

4. GOVERNANCE FRAMEWORK

To uphold these principles, Dornan has implemented an anti-bribery management framework aligned with ISO 37001:2016 standards which includes:

- **Risk Assessment & Registers**

All bribery risks are documented in the Compliance Risk Register, which feeds into the Corporate Risk Register for group-wide oversight.

- **Due Diligence**



Comprehensive procedures for third-party onboarding and monitoring, particularly in procurement and subcontracting activities.

- **Guidance on Gifts & Hospitality**

Strict rules requiring prior approval, documentation, and departmental gift registers.

- **Reporting & Whistleblowing**

Secure, confidential channels with a strict non-retaliation commitment.

- **Training & Awareness**

Mandatory induction training, annual compliance refresher training, and workshops for all employees.

5. MONITORING & CONTINUOUS IMPROVEMENT

Dornan conducts regular audits, management reviews, and legislative monitoring to ensure ongoing compliance and effectiveness. Insights from audits, investigations, and employee feedback drive continuous enhancement of our Anti-Bribery Policy and associated controls.

6. CONSEQUENCES OF NON-COMPLIANCE

Any breach of Anti-Bribery Policy will result in disciplinary action, up to and including termination of employment or contract, and may lead to legal consequences.