



ANTI - BRIBERY STATEMENT

20/07/2026





Anti-Bribery Statement

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

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.

Dornan expects all suppliers, subcontractors, consultants, and business partners to share our commitment to ethical business practices and to comply with applicable anti-bribery and anti-corruption laws.

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

All persons covered by this Statement are required to comply with applicable anti-bribery laws, Dornan's Anti-Bribery Policy, and related procedures. Failure to do so may result in disciplinary, contractual, or legal action.

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





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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**

Employees and business partners are encouraged to report concerns or suspected breaches in good faith through established reporting channels. Dornan prohibits retaliation against any person who raises a concern or participates in an investigation.

- **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.





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All reported concerns and suspected violations will be assessed promptly and, where appropriate, investigated fairly, confidentially, and in accordance with established internal investigation protocols.

6. CONSEQUENCES OF NON-COMPLIANCE

Violations of this Statement, the Anti-Bribery Policy, or applicable anti-bribery legislation may result in disciplinary action up to and including dismissal, termination of contract, civil recovery actions, regulatory sanctions, and criminal prosecution where applicable.

Signed by:

Michéal O'Connor

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