

# Integrity and Fair Dealing Statement

Approved by: Founder and Chief Executive Officer | Version 1.0

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FELCHRIS CONSTRUCTION AND ENGINEERING CO. LTD is committed to conducting business with integrity, fairness, transparency, and respect for the law. We do not support bribery, fraud, corruption, extortion, false claims, dishonest documentation, or improper inducements in any form.

## Our integrity commitments are to:

- Compete for work fairly and honestly.
- Avoid bribery, kickbacks, and improper payments.
- Provide truthful information in company profiles, proposals, quotations, invoices, and tender documents.
- Avoid conflicts of interest or disclose them where they arise.
- Maintain proper records of business transactions.
- Treat clients, suppliers, subcontractors, workers, and public officials with professionalism and respect.
- Refuse requests for improper payments or dishonest arrangements.
- Encourage reporting of unethical conduct.

FELCHRIS CONSTRUCTION AND ENGINEERING CO. LTD seeks to build long-term business relationships based on trust, value, quality delivery, and responsible conduct.

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This document forms part of the FELCHRIS CONSTRUCTION AND ENGINEERING CO. LTD Website Policy Statements Pack. Project-specific requirements may differ depending on client instructions, contract conditions, site conditions, laws, permits, consultants' requirements, and regulatory expectations. This policy may be updated from time to time.