



ANTI - BRIBERY AND CORRUPTION POLICY

Heiton Steel is one of the leading manufacturers of cut & bent reinforcement steel in Ireland. Heiton Steel is committed to promoting confidential reporting, investigation and resolution of suspected cases of bribery and/or corruption within the cut & bend process.

Heiton Steel strive to conduct business activities in accordance with the highest standards of honesty, loyalty, fairness and discretion. Heiton Steel have a zero-tolerance policy in relation to bribery, corruption, fraud and other wrongdoings.

Heiton Steel is committed to:

- ❖ Implementing, communicating and enforcing business best practices and values*
- ❖ Protecting Whistleblower's from harassment or victimisation upon raising concerns regarding potential wrongdoing.*
- ❖ Implementing an accessible grievance process for all Stakeholders*
- ❖ Treating all concerns fairly, transparently and promptly regarding potential wrongdoing.*
- ❖ Fulfilling all regulatory / compliance requirements.*
- ❖ Communicating the Anti-Bribery and Corruption Policy amongst all Stakeholders*

The General Manager and all management employees in the reinforcement sector at Heiton Steel are committed to promoting confidential reporting, investigation and resolution of suspected cases of bribery and/or corruption and undertake to review and revise the Policy for continuing suitability.

Signed: 

Date: 09.JAN.2026