

ETHICS AND INTEGRITY POLICY

Our Commitment to Integrity

At Byte Construct, we continually strive to maintain integrity within our industry. We encourage and insist upon complete transparency with our subcontractors, potential clients, and existing clients alike.

Procurement Approach

Procurement should always be based on merit and the capabilities of the parties involved to best fulfil the project requirements. While this may not always translate to the lowest price, maintaining this principle is deemed crucial to upholding the company's integrity. Byte Construct expressly prohibits:

- Collusion: Engaging in improper commercial arrangements with other parties or entering agreements to reimburse competitors whose tenders are unsuccessful.
- Inflated Bids: Submitting inflated bids (e.g., cover pricing) to advantage another bidder.
- Unethical Practices: Accepting or providing hidden commissions, offering or receiving payments or gifts to influence tender evaluations, or accepting payments or gifts in exchange for providing contracts or services to other parties.

We are committed to upholding the highest ethical standards in our procurement processes and business operations, ensuring that all parties are treated fairly and equitably.

A handwritten signature in black ink, appearing to read "T. Hare".

Terry Hare
2nd July 2026

A handwritten signature in black ink, appearing to read "G. Boulton".

Glen Boulton
2nd July 2026

A handwritten signature in black ink, appearing to read "S. Kamal".

Siva Kamal
2nd July 2026