


Demolition, steel dismantling  
& asbestos removal



## Competition Law Compliance Policy

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## Competition Law Compliance Policy

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### 1.0 Introduction

- 1.1 This Policy applies to all employees of Brown & Mason Group Limited (BAMGL).
- 1.2 Brown & Mason Group Limited places great importance on retaining a set of core values and approaches relating to its business operations. Brown & Mason recognises its obligations to all those with whom it has dealings. The reputation of Brown & Mason and the trust and confidence of those with whom it deals are among its most vital resources, and the protection of these is of fundamental importance. Brown & Mason demands and maintains high ethical standards in carrying out its business activities. Anti-competitive practices will not be tolerated.
- 1.3 The company and the Board of Brown & Mason are fully committed to competing fairly and in full compliance with the spirit and the letter of the law. Brown & Mason intends to limit its exposure to breaches of competition law by setting out a clear competition law compliance policy for the benefit of all staff.
- 1.4 This policy has been fully endorsed by the Board.
- 1.5 All directors and employees of Brown & Mason are required to comply with competition law at all times. Furthermore, individuals are encouraged to report any behaviour they become aware of, where they have concerns that it may breach the competition rules. Individuals can use the contact details set out below in this Policy or refer to the Whistleblowing policy (BAM406).

### 2.0 Know the rules

- 2.1 As well as this policy, Brown & Mason will provide regular, bespoke training to the Board and to employees identified as needing specific training on competition law by reason of their roles. All employees and directors invited to such training are required to attend.
- 2.2 Brown & Mason will also provide short guidance notes on specific issues which will be available to all staff. Any further questions should be raised with Alex Hadden as set out below.

### 3.0 Anti-competitive agreements

- 3.1 Brown & Mason will compete vigorously and honestly and will not enter into anti-competitive agreements with its competitors, customers or suppliers. [See the Guidance Note on Anti-competitive Agreements]
- 3.2 In particular, Brown & Mason will not enter into agreements with competitors which:
  - fix or agree prices or discounts to be charged to customers

- share markets or customers, for example by agreeing not to compete in certain geographic areas or sectors
- fix or attempt to fix or influence in any respect the outcome of customer tenders, for example by agreeing what prices or terms to submit, agreeing to a compensation payment, or by agreeing not to tender, or to tender a particular price (sometimes known as “cover bidding/pricing”) [See Guidance Note on Bids and Tenders]

### 4.0 Information sharing

- 4.1 In any contact with competitors, Brown & Mason will not discuss proprietary or confidential information (see also BAM383 Code of Ethics). [See the Guidance Note on Information Exchange]
- 4.2 Brown & Mason will determine its commercial strategy independently. Brown & Mason will not solicit from others, obtain, receive or disclose any strategically useful information. “Strategically useful information” includes:
- future pricing information
  - customer details
  - commercial strategy, including any new market entry plans where these have not been publicly announced
  - details of bids or bid strategy
- 4.3 If an employee or director receives any information directly or indirectly which could be strategically useful information from a competitor, this should be reported straightaway to Alex Hadden as set out below.
- 4.4 Particular care should be taken in the context of site visits where contact with competitors is possible, and in trade association meetings. [See Guidance Notes on site visits; and on trade association & institute meetings].

### 5.0 Abuse of dominance

- 5.1 Brown & Mason does not consider that it is likely to hold a dominant position on any market(s). Only companies with a significant share (usually 40% or more) are likely to be dominant. However, if an employee or director considers that they may be working in an area where Brown & Mason may have a significant market share, they should seek guidance from Alex Hadden as set out below.

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### 6.0 Reporting concerns and raising questions

- 6.1 Alex Hadden has been appointed by the Board as the person responsible for overseeing competition law compliance.
- 6.2 If any Brown & Mason employee or director becomes aware of behaviour that they consider may have breached competition law, they must report this to Alex Hadden immediately.

**Alex Hadden | SHEQ Director**

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- 6.3 Employees or directors can also raise questions or concerns with either Alex Hadden, or with Nick Brown.

### 7.0 Review

- 7.1 This policy will be reviewed at least annually or more frequently if required (eg, as a result of legislative changes, etc.)

### 8.0 Appendix

1. Guidance Note on Anti-competitive Agreements
2. Guidance Note on Bids and Tenders
3. Guidance Note on Information Exchange
4. Guidance Note on Site Visits
5. Guidance Note on Trade Association & Institute Meetings

## **Appendix 1**

### **Guidance Note on Anti-competitive Agreements**

## **Appendix 2**

### **Guidance Note on Bids and Tenders**



## Appendix 3

### Guidance Note on Information Exchange

## Appendix 4

### Guidance Note on Site Visits

## **Appendix 5**

### **Guidance Note on Trade Association & Institute Meetings**