



Anti-Competitive Policy

MJ Church Plant Ltd “MJ Church” is committed to compliance with all laws and regulations governing its businesses including laws relating to competition.

MJ Church strives to adhere in all of its business practices to the principle of fair and effective commercial competition between businesses.

It does not engage in conduct which is anti-competitive, nor will it enter into agreements with other companies or organisations (whether private or publicly owned) which could, or do, or intend to restrict, prevent or distort competition in any market in which we operate.

In relation to joint bids, it will ensure appropriate degrees of openness and transparency towards partners in respect of:

- co-operation is limited to that which is necessary for the purposes of making a successful joint bid, subject to both parties taking independent legal advice; and
- both parties being satisfied that they have complied with and will continue to comply with competition laws and regulations for the duration of the commercial venture.

Unless information is publicly available or legitimately derived via joint venture or consortium arrangements MJ Church will not consider or engage in:

- Any element of pricing whether for or in relation to any bid, procuring any works to be carried out with a third party nor engage in any price fixing with competitors or conduct which could be regarded as having the intention to fix prices.
- Placing any restrictions upon geographic or any other sales markets or in terms of dealing with customers or terms and conditions which may apply to them.
- Any conduct which is intended to, or could have the effect of, restricting or preventing competition
- Discussions or arrangements relating to sub-contractors or suppliers with any competing business or business operating within those labour and supply chain markets.
- Any conduct which could suppress or prevent fairly priced bids being submitted or which could unfairly restrict, impact any bids being submitted or amount to ‘bid rigging’.

Any breach of this policy by any employee is a serious breach of that employees’ contract of employment which will result in appropriate disciplinary action including, in case of gross misconduct, dismissal of that employee and may amount to criminal misconduct.

Breach of any competition laws or regulations may also lead to criminal prosecutions and very large monetary fines and/or even imprisonment being enforced against any individual responsible and the company.

Each employee dealing with third parties within MJ Church must be aware of this policy and reminded of its terms and effect at regular intervals and all employees must have a general awareness of the conduct MJ Church expects which is described in our employee Handbook.



Underpinning this policy are guidelines available through our Shared Filing systems. An e-learning module is under construction and is due to launch by the end of 2019 as part of our compliance programme.

This policy covers all of MJ Church's business activities.

It is reviewed annually to ensure that it reflects current legislation and regulation.

For and on behalf of MJ Church

Ben Staff
Group Managing Director