



ANTI-BRIBERY POLICY

INTRODUCTION

The Bribery Act came into force on 1st July 2011 and is intended to modernise the law on bribery. Bribery can be defined as giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so.

This Policy is intended to supplement the Board's Fraud and Corruption Policy.

POLICY

The Board:

- Takes a zero-tolerance approach to bribery. **Offering or accepting a bribe is not acceptable in any circumstances.**
- Is committed to acting professionally, fairly, ethically and with integrity in all business dealings and relationships.
- Is committed to implementing and enforcing effective systems to counter bribery.

The Board prohibits:

The offering, giving or acceptance of any bribe, whether cash or other inducement, to any person or company by any individual employee, agent or other person or body acting on the Board's behalf in order to gain any commercial, contractual or regulatory advantage in a way that is unethical or in order to gain any personal advantage, for the individual or anyone connected with the individual.