



ANTI-BRIBERY & CORRUPTION POLICY STATEMENT

On 1st July 2010 the Bribery Act 2010 came into force and applies to bribes in the UK or by a UK resident or company. This Act established three types of offence which could be committed by both individuals and by companies and a fourth which is exclusive to companies, as follows:

- Bribing another person
- Being bribed
- Bribing a foreign official
- Failure by a commercial organisation to prevent bribery

Offences revolve around the concept of improper conduct and can be reported to the Police if deemed appropriate.

What our Policy sets out to do

Our Policy seeks to satisfy the requirements of the law whilst recognising the size of our business. For the sake of clarity, the following definitions apply:

- Bribery – “offering, promising, accepting or soliciting of something which might lead to an advantage as an inducement for an illegal or unethical action or breach of trust”
- Corruption – “the abuse of entrusted power for private gain”

To whom does the Policy apply

The Policy applies to all staff, at every level and to anyone working on our behalf. Apart from upholding the law itself, R Earsman believes that any infringement would have a detrimental effect on the company’s reputation and business prospects. Infringement will also result in disciplinary action being taken against the employee, if proven.

Review

- External accountancy auditors will audit R Earsman records twice each year
- R Earsman Directors will review its AB&C Policy annually


Signed: (pp)
John Armstrong
Managing Director

Date: July 2021