



ANTI-CORRUPTION AND BRIBERY POLICY

PURPOSE

The purpose of this policy is to ensure the company conducts its business in a professional & ethical manner, establishing appropriate controls to ensure compliance with anti-corruption and bribery legislation.

POLICY STATEMENT

Hodgson Sayers Limited have implemented this policy to demonstrate our commitment to preventing, deterring & detecting bribery & corruption within the organisation & by any other persons associated or acting on behalf of the organisation.

Hodgson Sayers Limited take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships. It is our policy to conduct all business activities in an honest and ethical manner.

We are committed eliminating, reducing & controlling the risks of bribery by assessing the risk to the business & introducing appropriate control measures.

Top level management are actively committed to preventing bribery & corruption by ensuring adequate resources are available to communicate our policy, procedures & provide appropriate training & awareness in relation to our approach.

To minimise the risk, we undertake due diligence checks.

We undertake annual reviews to monitor the effectiveness of our policy & procedures.

Any employee found in breach of this policy will face disciplinary action, which may result in dismissal for gross misconduct. Any non-employee who breaches this policy may have their contract terminated with immediate effect.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

Hodgson Sayers Limited

Approved By:

John Sayers
Managing Director

Issue No: 10
Issue Date: 31/08/23
Review Date: 31/08/24