



GBG

# Anti-Corruption and Anti-Bribery Policy

Approved by the Board: January 2024

v5.0

## People Processes Scope

GBG People Policies and Procedures are in place for the benefit of all our team members. Our ambition is to have the best and most engaged people and to support this ethos we will endeavour to be consistent with our people processes globally, as far as possible.

This document sets out relevant policy and procedures to the GBG standards which we believe meet best practice, however GBG will adopt all local legal practices where appropriate to ensure we always at least meet a local minimum standard. We will also support non-discriminatory, fair and equal employment.

This policy and procedure is non-contractual and will be reviewed and updated from time to time, or at the next review date set out below.

<b>Agreed &amp; Implemented:</b>	February 2018
<b>Document Owner:</b>	Annabelle Burton
<b>Review Date:</b>	January
<b>Review Frequency:</b>	Annual

<b>Version</b>	<b>Date</b>	<b>Reason for Change</b>	<b>Approved By</b>
1.0	February 2018	Implementation	GBG Board
2.0	January 2019	Updated new style	GBG Board
3.0	January 2022	Revised structure and changes to terminology following annual review	GBG Board
4.0	January 2023	Revised following suggestions from Slave Free Alliance	GBG Board
5.0	January 2024	Revised following recommendations that came out of the Internal Audit of Anti Bribery and Corruption processes and procedures.	

## **PURPOSE**

This policy sets out the responsibilities of GB Group plc (“GBG”) in observing and upholding a zero-tolerance position on bribery and corruption. It also exists to act as a source of information and guidance to help anyone working for GBG recognise and deal with bribery and corruption issues, as well as understand their own responsibilities.

GBG will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which it conducts business, including, in the UK, the Bribery Act 2010 (the Act), which applies to conduct both in the UK and abroad. It may be changed or updated from time to time as necessary.

## **SCOPE**

This policy applies to all Team Members who work for GBG, including its subsidiary companies across all jurisdictions, further defined in section 2 below.

## **REQUIREMENTS**

All Team Members must ensure that they read, understand and comply with the information contained within this policy. Team Members must also complete any training and, where applicable, acknowledge any other additional information they are given on this subject matter.

## **OTHER CONNECTED POLICIES**

This policy should be read in conjunction with the following GBG policies:

- Whistleblowing Policy and Procedure
- Code of Conduct
- Modern Slavery Statement

### **1 Policy Statement**

- 1.1 It is our policy to conduct business in an honest and ethical manner. GBG takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all our business dealings and relationships, wherever we operate and implementing and enforcing effective systems to counter bribery.
- 1.2 GBG will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. However, we remain bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad
- 1.3 The purpose of this policy is to:
  - (i) set out our responsibilities and of those working for us, in observing and upholding our position on bribery and corruption; and
  - (ii) provide information and guidance to those working for us on how to recognise and deal with bribery and corruption issues.
- 1.4 Bribery and corruption are punishable for individuals by up to ten years' imprisonment and if we are found to have taken part in corruption we could face an unlimited fine, be excluded from tendering for public contracts and face damage to our reputation. We therefore take our legal responsibilities very seriously.
- 1.5 In this policy, third party means any individual or organisation you come into contact with during the course of your work for us and includes actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, and government and public bodies, including their advisors, representatives and officials, politicians and political parties

### **2 Who is covered by the policy?**

- 2.1 This policy applies to all individuals working at all levels and grades, including senior managers, officers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, homeworkers, casual workers and agency workers, volunteers, interns, agents, sponsors, or any other person associated with us, or associated with any of our subsidiaries or their team members, wherever located (collectively referred to as Team Members in this policy).
- 2.2 In addition, GBG's agents, resellers and other business partners must ensure that they comply with this policy and that they each take responsibility for preventing, detecting, and reporting anything that could amount to bribery or corruption. All such third parties must have appropriate anti-bribery and anti-corruption internal policies in place.

### 3 **What is Bribery?**

- 3.1 A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory or personal advantage.

#### **Examples:**

##### **Offering a bribe**

*You offer tickets to a major sporting event but only if they agree to do business with us.*

*This would be an offence as you are making the offer to gain a commercial and contractual advantage.*

##### **Receiving a bribe**

*A supplier gives your nephew a job but makes it clear that in return they expect you to use your influence in our organisation to ensure we continue to do business with them.*

*It is an offence for a supplier to make such an offer. It would be an offence for you to accept the offer as you would be doing so to gain a personal advantage.*

##### **Bribing a foreign official**

*You arrange for the business to pay an additional payment to a foreign official to speed up an administrative process, such as clearing our goods through customs.*

*The offence of bribing a foreign public official has been committed as soon as the offer is made. This is because it is made to gain a business advantage for us. GBG may also be found to have committed an offence.*

### 4 **Gifts and hospitality**

- 4.1 This policy does not prohibit normal and appropriate gifts and hospitality (given and received) to or from third parties.
- 4.2 Notwithstanding the above, we provide guidance to Team Members as to what is to be regarded as normal and appropriate gifts and hospitality in terms of financial limits, subject to the principles set out below, namely that any gift or hospitality:
- (i) it is not made with the intention of influencing a third party to obtain or retain business or a business advantage, or to reward the provision or retention of business or a business advantage, or in explicit or implicit exchange for favours or benefits;
  - (ii) it complies with local law in all relevant countries;
  - (iii) it is given in our name, not in your name:

- (iv) it does not include cash or a cash equivalent (such as gift certificates or vouchers);
- (v) it is appropriate in the circumstances. For example, in the UK it is customary for small gifts to be given at Christmas time;
- (vi) taking into account the reason for the gift, it is of an appropriate type and value and given at an appropriate time;
- (vii) it is given openly, not secretly. For example, it is not appropriate to adjust invoices or payment terms in order to include an allowance for a gift, entertainment or hospitality; and
- (viii) gifts should not be offered to, or accepted from, government officials or representatives, or politicians or political parties.

4.3 GBG appreciates that the practice of giving business gifts varies between countries and regions and what may be normal and acceptable in one region may not be in another. The test to be applied is whether in all the circumstances the gift or hospitality is reasonable and justifiable. The intention behind the gift should always be considered.

4.4 Where the gift, entertainment or hospitality has a market value over £350 (or local currency equivalent) manager approval must be obtained (prior to giving or receiving) and it must be duly recorded (see section 10 "Record-keeping").

4.5 Where the gift, entertainment or hospitality has a market value below £350 need not be approved or recorded, unless they occur with a frequency of more than twice a year and/or therefore amount cumulatively over time to more than £350.

## 5 **What is not acceptable?**

5.1 It is not acceptable for you (or someone on your behalf) to:

- (i) give, promise to give, or offer, a payment, gift or hospitality with the expectation or hope that a business advantage will be received, or to reward a business advantage already given;
- (ii) give, promise to give, or offer, a payment, gift or hospitality to a government official, agent or representative to "facilitate" or expedite a routine procedure;
- (iii) accept payment from a third party that you know or suspect is offered with the expectation that it will obtain a business advantage for them;
- (iv) accept a gift or hospitality from a third party if you know or suspect that it is offered or provided with an expectation that a business advantage will be provided by us in return;
- (v) threaten or retaliate against another Team Member who has refused to commit a bribery offence or who has raised concerns under this policy; or
- (vi) engage in any activity that might lead to a breach of this policy.

## 6 **Facilitation payments and kickbacks**

6.1 GBG does not make, and will not accept, facilitation payments or "kickbacks" of any kind. Facilitation payments are typically small, unofficial payments made to secure or expedite a routine government action by a government official. They are not commonly paid in the UK but are common in some other jurisdictions.

6.2 If you are asked to make a payment on our behalf, you should always be mindful of what the payment is for and whether the amount requested is proportionate to the goods or services provided. You should always ask for a receipt which details the reason for the payment. If you have any suspicions, concerns or queries regarding a payment, you should raise these with the Company Secretary.

6.3 Kickbacks are typically payments made in return for a business favour or advantage. All Team Members must avoid any activity that might lead to, or suggest, that a facilitation payment or kickback will be made or accepted by us.

## 7 Donations

7.1 GBG does not make contributions to political parties.

7.2 GBG accepts (and indeed encourages) the act of donating to charities whether through services, knowledge, time, or direct financial contributions (cash or otherwise) and discloses all charitable contributions it makes. GBG only makes charitable donations that are legal and ethical under local laws and practices. No donation must be offered or made without the prior approval of the Company Secretary and should never be used to facilitate and conceal acts of bribery.

## 8. Modern Slavery

GBG is committed to improving our policies, procedures and practices to understand the risk and address modern slavery, labour exploitation and human trafficking within our operations and supply chains. We expect our team members to uphold our high standards and to be aligned with our commitment in our anti-slavery journey.

In an acknowledgement that there are nearly 50 million victims of modern slavery in the world today, GBG recognises that we need to do our part to ensure we are not contributing to this figure, whether directly or indirectly.

Modern slavery is an umbrella term used to describe the illegal exploitation of others for personal or commercial gain, is understood as the following:

- Forced labour
- Bonded labour
- Sexual exploitation
- Domestic servitude
- Human trafficking

All individual team members have an obligation to adopt best practice to support GBG's anti-slavery journey. It is essential that we all understand what we can do in our individual roles to support and promote this. You have an obligation to report any concerns or violations of modern slavery and/or labour exploitation, should it be identified.

Spotting the signs of modern slavery and labour exploitation will enable you to identify concerns easier and feel confident to report through the appropriate channels. Albeit the below indicators in isolation may not amount to modern slavery and labour exploitation, they provide generic indicators of what to look for:

### **Red Flags**

- The job very different to that which was promised
- The worker(s) works very long shifts?
- Inadequate equipment, protective clothing or dressed inappropriately for the role, dishevelled in appearance
- The worker(s) does not have a contract and/or payslip
- The worker(s) receives little or no pay
- The worker(s) money is controlled by someone else
- The worker(s) owe money to someone else for the job or travel to the UK (recruitment fees)
- The worker(s) are transported to and from work
- The worker(s) travel to the UK been arranged and paid for by someone else, which is to be repaid by the worker(s)
- The worker(s) or their family are being threatened by someone

- The worker(s) is in fear of another person
- The worker(s) are being isolated from others
- There are signs of mistreatment, abuse, new or old bruising
- The worker(s) live in cramped accommodation and/or in poor living conditions (sometimes on site)
- Multiple workers live at the same address, who may not know their location or address
- The worker(s) either does not have their own ID, the ID is fraudulent or is being withheld by another person

Should you identify anything which may be identified as modern slavery or labour exploitation, GBG encourages you report these concerns immediately via our whistleblowing process (see Whistleblowing Policy).

## 9. **Your responsibilities**

- 9.1 You must ensure that you read, understand and comply with this policy.
- 9.2 The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for us or under our control. All Team Members are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- 9.3 You must notify your manager OR the Company Secretary as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future. For example, if a client or potential client offers you something to gain a business advantage with us, or indicates to you that a gift or payment is required to secure their business. Further "red flags" that may indicate bribery or corruption are set out in the schedule attached to this policy.
- 9.4 Any Team Member who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct. GBG reserves our right to terminate our contractual relationship with other workers if they breach this policy.

## 10 **Record-keeping**

- 10.1 GBG must keep financial records and have appropriate internal controls in place which will evidence the business reason for making payments to third parties.
- 10.2 You must declare and keep a written record of all hospitality or gifts accepted or offered, which will be subject to managerial review. In accordance with paragraph 4.4 where the gift, entertainment or any hospitality received or given has a market value over £350 (or local currency equivalent) manager approval must be obtained.
- 10.3 You must ensure all expenses claims relating to hospitality, gifts or expenses incurred to third parties are submitted in accordance with our expenses policy and specifically record the reason for the expenditure.
- 10.4 All accounts, invoices, memoranda and other documents and records relating to dealings with third parties, such as clients, suppliers and business contacts, should be prepared and maintained with strict accuracy and completeness. No accounts must be kept "off-book" to facilitate or conceal improper payments.
- 10.5 GBG's policy is to operate a central Gifts, Hospitality and Entertainment register detailing the rationale for any gifts or hospitality reaching the threshold for reporting. The processes associated with reporting, maintaining, and overseeing the register are made available through GBG's intranet site.

## 10 **How to raise a concern**

10.1 You are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage if you are unsure whether a particular act constitutes bribery or corruption, or if you have any other queries, these should be raised with your immediate manager or the Company Secretary. Concerns should be reported by following the procedure set out in our Whistleblowing Policy.

## 11 **What to do if you are a victim of bribery or corruption**

11.1 It is important that you tell the Company Secretary as soon as possible if you are offered a bribe by a third party, are asked to make one, suspect that this may happen in the future, or believe that you are a victim of another form of unlawful activity.

## 12 **Protection**

12.1 Team Members who refuse to accept or offer a bribe, or those who raise concerns or report another's wrongdoing, are sometimes worried about possible repercussions. GBG encourages openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

12.2 GBG is committed to ensuring no one suffers any detrimental treatment as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption offence has taken place, or may take place in the future. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Company Secretary immediately. If the matter is not remedied, and you are a Team Member, you should raise it formally using our Grievance Procedure, which can be obtained from the HR Department.

## 13 **Training and Communication**

13.1 Training on this policy forms part of the induction process for all new Team Members. All existing Team Members will receive regular, relevant training on how to implement and adhere to this policy.

13.2 Our zero-tolerance approach to bribery and corruption must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and as appropriate thereafter.

## 14 **Who is responsible for the policy?**

14.1 The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

14.2 The Company Secretary has primary and day-to-day responsibility for implementing this policy and for monitoring its use and effectiveness and dealing with any queries on its interpretation. Management at all levels are responsible for ensuring those reporting to them are made aware of and understand this policy and are given adequate and regular training on it.

## 15 **Monitoring and Review**

15.1 The Company Secretary will monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible. Internal control systems and procedures will be subject to regular audits to provide assurance that they are effective in countering bribery and corruption

The Gifts, Entertainment and Hospitality register will be reviewed on a regular basis by GBG's Executive, typically quarterly at Business Risk Committee. Any major issues would be escalated to Board Risk Committee.



- 15.2 All Team Members are responsible for the success of this policy and should ensure they use it to disclose any suspected danger or wrongdoing.
- 15.3 Team Members are invited to comment on this policy and suggest ways in which it might be improved Comments, suggestions and queries should be addressed to the Company Secretary.
- 15.4 This policy does not form part of any Team Member's contract of employment and it may be amended at any time.

## **SCHEDULE: POTENTIAL RISK SCENARIOS: "RED FLAGS"**

The following is a list of possible red flags that may arise during the course of you working for us and which may raise concerns under various anti-bribery and anti-corruption laws.

The list is not intended to be exhaustive and is for illustrative purposes only.

If you encounter any of these red flags while working for us, you must report them promptly to your manager OR to the Company Secretary OR using the procedure set out in the Whistleblowing policy:

- (i) you become aware that a third party engages in, or has been accused of engaging in, improper business practices;
- (ii) you learn that a third party has a reputation for paying bribes, or requiring that bribes are paid to them, or has a reputation for having a "special relationship" with foreign government officials;
- (iii) a third party insists on receiving a commission or fee payment before committing to sign up to a contract with us, or carrying out a government function or process for us;
- (iv) a third party requests payment in cash and/or refuses to sign a formal commission or fee agreement, or to provide an invoice or receipt for a payment made;
- (v) a third party requests that payment is made to a country or geographic location different from where the third party resides or conducts business;
- (vi) a third party requests an unexpected additional fee or commission to "facilitate" a service;
- (vii) a third party demands lavish entertainment or gifts before commencing or continuing contractual negotiations or provision of services;
- (viii) a third party requests that a payment is made to "overlook" potential legal violations;
- (ix) a third party requests that you provide employment or some other advantage to a friend or relative;
- (x) you receive an invoice from a third party that appears to be non-standard or customised;
- (xi) a third party insists on the use of side letters or refuses to put terms agreed in writing;
- (xii) you notice that GBG has been invoiced for a commission or fee payment that appears large given the service stated to have been provided;
- (xiii) a third party requests or requires the use of an agent, intermediary, consultant, distributor or supplier that is not typically used by or known to us; or
- (xiv) you are offered an unusually generous gift or offered lavish hospitality by a third party