

1 OVERVIEW

The Bribery Act 2010 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 and is applicable to all Board members, employees, officers and contractors.

2 POLICY

2.1 The Board:

- 2.1.1 The Board attaches the utmost importance to this policy and applies a "zero tolerance" approach to acts of bid rigging, bribery and corruption by any of our employees or by business partners or agents working on our behalf. Any breach of this policy will be regarded as a serious matter and is likely to result in disciplinary and/or criminal action.
- 2.1.2 Is committed to acting professionally, fairly, ethically and with integrity in all business dealings and relationships.

2.2 The Board Prohibits:

- 2.2.1 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.

3 CERTIFICATION

Sow & Penk Internal Drainage Board agreed to introduce this Policy on Anti Bribery on the 25th day of June 2014

By Order of the Sow & Penk Internal Drainage Board

Certified by Craig Benson, Clerk

This document is next scheduled for review on the 31st July 2027