

Anti- Corruption and Bribery

At Pressure Tech, it is our policy to conduct all of our business in an honest and ethical manner. We 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 wherever we operate and to implement and enforce an effective system to counter bribery.

The Bribery Act 2010 brought in strict legislation regarding the inducement of bribes with bribery and corruption being punishable for individuals by up to ten years' imprisonment. 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.

What is a bribe?

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

Gifts and hospitality

At Pressure Tech we take the acceptance of gifts or benefits very seriously as they may be perceived as Bribery.

If you are offered a gift or benefit as an inducement for preferential treatment, it must be refused or returned as appropriate and the Managing Director made aware.

However, provided that there is no reasonable possibility of improper influence to the performance of your duties, and that your acceptance of the gift or benefit cannot be seen as a bribe (however unfounded), you will generally be permitted to accept small gifts from clients or customers as per the rules below:

- any normal business entertainment (for example, a meal or special event) to the value of £100; or
- any gift or benefit under the value of £20.00 offered by a person or business as part of their normal marketing activities

If you do accept a gift from a client or customer, you must inform the Managing Director.

What is not acceptable

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

1. 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;
2. 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;
3. 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;
4. accept a gift or hospitality from a third party that you know or suspect is offered or provided with an expectation that a business advantage will be provided by us in return;
5. threaten or retaliate against another worker who has refused to commit a bribery offence or who had raised concerns under this policy; or
6. engage in any activity that might lead to a breach of this policy.