



Fraud Prevention and Anti-Bribery and Corruption Policy

Forest of Dean & Wye Vally Men's Shed is committed to conducting business according to moral, ethical, and legal standards. The Company does not allow or tolerate any kind of bribery and corruption.

This Anti-Bribery and Corruption Policy (the "Policy") discourages and prohibits any kind of bribe or corrupt practice with any kind of stakeholder, including offering, promising, or providing any kind of means or value to any stakeholder, including customer, government official, business partner, or a third party to induce any improper action in relation to our business.

This Policy is approved by the Board. Compliance with this policy is mandatory through the Management System processes and people behaviors to the commitments below.

Objective

This Policy outlines the Company's moral and legal responsibility to counter bribery and corruption and provide tools and methods to keep check and balance on such practices.

Corruption

For the purpose of this Policy, bribery offense includes bribes, kickbacks, extortions, either active or inducement of any kind.

Penalty

Violation of this Policy is highly discouraged. If any employee or volunteer of the Company is found in violation of this Policy can face civil and criminal penalties in addition to disciplinary proceedings

Scope

This Policy applies to all the employees, directors, officers, volunteers and any third party which is directly engaged with our business.

Applicable Laws

This Policy is governed by all UK legislation relevant to countering fraud, bribery and corruption, including the Bribery Act 2010.

Policy Statement

We are committed to operating a framework for the prevention and detection of fraud, bribery and corruption and a robust process to be followed in the event that a fraud, act of bribery or corruption is suspected.

Commitments

We shall be a Company that:

- will uphold all UK legislation relevant to countering fraud, bribery and corruption, including the Bribery Act 2010
- requires employees and persons working on our behalf to act at all times with honesty, integrity, propriety and due care in all matters, but particularly in the safeguarding of the Company, its associated assets and its reputation
- strictly prohibits and will not tolerate fraud, acts of bribery or any other form of corrupt behaviour
- understands and regularly assesses the nature and extent of risks relating to fraud, bribery and corruption



- ensures by appropriate due diligence that those it does business with share the culture of intolerance to fraud, bribery and corruption
- maintains and clearly communicates its expectations through the Code of Conduct, Company Policy and, for employees, their Terms & Conditions
- dedicates sufficient resources to implement and embed procedures
- ensures that practical, cost effective controls and procedures are implemented to proactively identify fraud, bribery and corruption or the threat of fraud, bribery and corruption
- formulates and requires adherence to control processes designed to prevent and detect fraud, acts of bribery and corruption
- remains alert to the risk of fraud, bribery and other irregularities both within the organisation and in organisations with which the company contracts and reports any matters of potential concern
- recognises that signs of fraud, bribery and corruption in the organisation and/or its supply chain could be an indication of other illegal or unethical activity, such as modern slavery and/or human trafficking
- promotes an open, honest and questioning culture which encourages propriety and vigilance amongst all personnel.
- implements a process that encourages all personnel to raise any matter of genuine concern
- takes seriously any breach of this Policy, which may ultimately lead to dismissal, or for non-employees may result in permanent removal from the site, and/or be subject to the involvement of the Police and judicial system in the event of and criminal activity.
- reserves the right to recover losses associated with breach of this Policy
- periodically monitors and audits this Policy and its associated procedure.

All directors, officers, employees, and stakeholders are obligated to report any violation of this Policy to the Company's directors. Failure to report such an incident constitutes a violation of this Policy and leads to disciplinary action.

The Policy shall come into effect on 1st February 2024

Signed..... Director

Print name.....