



SECURITY

CLEANING

PEOPLE

KINGDOM

Service with **Care**

**BRIBERY, CORRUPTION & ANTI
COMPETITION POLICY**

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Bribery (Definition)

Is an inducement or reward offered, promised or provided to gain personal, commercial, regulatory or contractual advantage.

The Bribery Act 2010

There are four key offences under the Act:

- Bribery of another person (section 1)
- Accepting a bribe (section 2)
- Bribing a foreign official (section 6)
- Failing to prevent bribery (section 7)

The Bribery Act 2010 (<https://www.legislation.gov.uk/ukpga/2010/23/contents>) makes it an offence to offer, promise or give a bribe (Section 1). It also makes it an offence to request, agree to receive, or accept a bribe (Section 2). Section 6 of the Act creates a separate offence of bribing a foreign public official with the intention of obtaining or retaining business or an advantage in the conduct of business. There is also a corporate offence under Section 7 of failure by a commercial organisation to prevent bribery that is intended to obtain or retain business, or an advantage in the conduct of business, for the organisation. We have a defence to this corporate offence as we can show that we have in place adequate procedures designed to prevent bribery by or of persons associated with Kingdom Security Group.

The Competition Act 1998

The Competition Act refers to Chapters I and II of the Competition Act 1998 and also takes into account Articles 81 and 82 of the EC Treaty (<http://www.legislation.gov.uk/ukpga/1998/41/contents>).

There are a number of offences under the Act, namely in making it a criminal offence for an individual knowingly to engage in cartel activity such as:

- Price fixing
- Limiting the production or provision of good or services
- Bid rigging
- Customer Sharing

The cartel offence applies to individuals and not companies, so it is therefore important that all individuals engaged directly by Kingdom to be aware of the cartel offence and avoid any conduct which might lead to an infringement.

Other areas of competition law that may directly affect competition and so are therefore considered as unfair competition are:

- Abuse of a dominant position
- Collusive behaviour
- Trademark infringement
- Patent infringement
- Copyright infringement
- Misuse of confidential information
- Misleading advertising

The Office of Fair Trading is responsible for prosecuting such firms who engage in these activities and are able to levy fines up to 10% of annual UK turnover for every year in which a violation has taken place up to a maximum of 3 years.

Policy Statement

Kingdom values its reputation for ethical behaviour and for financial probity and reliability and has a zero-tolerance policy towards bribery or any behaviour that constitutes bribery.

Bribery is a criminal offence. We do not, and will not, pay bribes or offer improper inducements to anyone for any purpose, nor do we or will we accept bribes or improper inducements.

To use a third party as a conduit to channel bribes to others is a criminal offence. We do not, and will not, engage indirectly in or otherwise encourage bribery.

We are committed to the prevention, deterrence, and detection of bribery. We have zero tolerance towards bribery. We aim to maintain anti-bribery compliance “business as usual”, rather than as a one-off exercise.

We will not enter into any collusive arrangements with competitors, or subcontractors, which artificially affect the rates and prices that we submit in our tenders.

We undertake to actively promote a culture of honesty and professionalism within both our own organization and those of our subcontractors.

Objective of this policy

This policy provides a coherent and consistent framework to enable Kingdom employees to understand and implement arrangements enabling compliance. In conjunction with related policies and key documents it will also enable employees to identify and effectively report a potential breach.

We require that all personnel, including those permanently employed, temporary agency staff and contractors:

- Act honestly and with integrity at all times and to safeguard our resources for which they are responsible
- Comply with the spirit, as well as the letter, of the laws and regulations of all jurisdictions in which we, in respect of the lawful and responsible conduct of activities

Scope of this policy

This policy applies to all of the activities of Kingdom. For partners, joint ventures and suppliers, we will seek to promote the adoption of policies consistent with the principles set out in this policy.

Within Kingdom, the responsibility to control the risk of bribery occurring resides at all levels of the organisation. This policy covers all personnel, including all levels and grades, those permanently employed, temporary agency staff, contractors, volunteers and consultants.

Our commitment to action & steps taken

We commit to:

- Setting out a clear anti-bribery policy and keeping it up to date
- Making all employees aware of their responsibilities to adhere strictly to this policy at all times
- Training all employees so that they can recognise and avoid the use of bribery by themselves and others
- Encouraging all employees to be vigilant and to report any suspicion of bribery, providing them with suitable channels of communication and ensuring sensitive information is treated appropriately
- Rigorously investigating instances of alleged bribery and assisting police and other appropriate authorities in any resultant prosecution
- Taking firm and vigorous action against any individual(s) involved in bribery
- Provide information to all employees to report breaches and suspected breaches of this policy
- Include appropriate clauses in contracts to prevent bribery.

Top level commitment

Our top-level management (our Directors/owners) are committed to preventing bribery by persons associated with it. They foster a culture within the organisation in which bribery is never acceptable.

Risk Assessment

We have assessed the nature and extent of our exposure to potential external and internal risks of bribery on or by persons associated with us and our activities. The assessment is periodic, informed and documented. It includes financial risks but also other risks such as reputational damage.

Due diligence

We apply due diligence procedures, taking a proportionate and risk based approach, in respect of persons who perform or will perform services for or on behalf of Kingdom, in order to mitigate any identified bribery risks.

Communication (including training)

We seek to ensure that our bribery prevention policies and procedures are embedded and understood through communication, including training that is proportionate to the risks it faces.

Monitoring and review

We monitor and review all of our procedures and make improvements where necessary.

This organisation is committed to proportional implementation of these principles.

Bribery is not tolerated, it is unacceptable to:

- 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
- 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
- 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
- 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
- Retaliate against or threaten a person who has refused to commit a bribery offence or who has raised concerns under this policy
- Engage in activity in breach of this policy.

Facilitation payments

Facilitation payments are not tolerated and are illegal. Facilitation payments are unofficial payments made to public officials in order to secure or expedite actions.

Gifts and hospitality

This policy is not meant to change the requirements of our gifts and hospitality policy. This makes it clear that: (e.g. alternatives)

- No gift or hospitality is to be offered or accepted
- Nominal gifts and hospitality up to a financial value of £25 are acceptable but must be reported to line management – any unregistered gifts would render the individual liable to our disciplinary code of conduct
- Reasonable, proportionate gifts and hospitality made in good faith and that are not lavish are acceptable but must be reported to line management – any unregistered gifts would render the individual liable to our disciplinary code of conduct

Staff responsibilities

The prevention, detection and reporting of bribery, other forms of corruption and anti-competition are the responsibility of all those working for the organisation or under its control. All staff are required to avoid activity that breaches this policy.

You must:

- Ensure that you read, understand and comply with this policy

- Raise concerns as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.

As well as the possibility of civil and criminal prosecution, employees that breach this policy will face disciplinary action, which could result in dismissal for gross misconduct.

Raising a concern

At Kingdom we are committed to ensuring that all of us have a safe, reliable, and confidential way of reporting any suspicious activity. We want each employee to know how they can raise concerns.

We all have a responsibility to help detect, prevent and report instances of bribery and anti-competition. If you have a concern regarding a suspected instance of bribery, corruption or anti-competition, please speak up – your information and assistance will help. The sooner you act, the sooner it can be resolved.

Preferably any disclosure will be made and resolved internally (e.g. to your Centre Head) once escalated the disclosure will be managed through the internal procedures.

Concerns can be anonymous. In the event that an incident of bribery, corruption, or wrongdoing is reported, we will act as soon as possible to evaluate the situation. This is easier and quicker if concerns raised are not anonymous.

We aim to encourage openness and will support anyone who raises a genuine concern in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring nobody suffers detrimental treatment through refusing to take part in bribery or corruption, or because of reporting a concern in good faith. This policy is covered in our employee handbook, contract of employment and our terms & conditions of employment.

If you have any questions about these procedures, please contact Michael Fisher (Group Director).

Signed:



Terry Barton, CEO

1st June 2024