



BRIBERY POLICY

POLICY STATEMENT

It is HM Forage's 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 relationships.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct. We may also cease with immediate effect to work with or deal with, or may terminate the appointment of or contract with, any other "stakeholder" who breaches this policy.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

SCOPE

This Policy applies to the HM Forage Board of Trustees, all HM Forage (and subsidiary charity) employees, including affiliate organisations, and to all paid and unpaid consultants, contractors, interns, secondees and volunteers that provide supplies, services or support, to HM Forage or promote its work at any location in or out of the United Kingdom. All such parties are referred to as "stakeholder" in this document.

WHAT IS BRIBERY?

Bribe means a financial or other inducement or reward for action which is illegal, unethical, a breach of trust or improper in any way. Bribes can take the form of money, gifts, loans, fees, hospitality, services, discounts, the award of a contract or any other advantage or benefit.

Bribery includes offering, promising, giving, accepting or seeking a bribe.

All forms of bribery are strictly prohibited. Specifically, any “stakeholder” subject to this policy must not:

- give or offer any payment, gift, hospitality or other benefit in the expectation that a business advantage will be received in return, or to reward any business received;
- accept any offer from a third party that they know or suspect is made with the expectation that we will provide a business advantage for them or anyone else;
- give or offer any payment (sometimes called a facilitation payment) to a government official in any country to facilitate or speed up a routine or necessary procedure.

Any “stakeholder” subject to this policy must not threaten or retaliate against another person who has refused to offer or accept a bribe or who has raised concerns about possible bribery or corruption.

GIFTS AND HOSPITALITY

This policy does not prohibit the giving or accepting of reasonable and appropriate hospitality for legitimate purposes such as building relationships, maintaining our image or reputation, or marketing our products and services.

A gift or hospitality will not be appropriate if it is unduly lavish or extravagant or could be seen as an inducement or reward for any preferential treatment (for example, during contractual negotiations or a tender process).

Gifts must be of an appropriate type and value depending on the circumstances and taking account of the reason for the gift. Gifts must not include cash or cash equivalent (such as vouchers), or be given in secret. Gifts must be given in our name, not in the name of any individual or third party business.

Promotional gifts of low value such as branded stationery may be given to or accepted from existing customers, suppliers and business partners.

RECORD-KEEPING

All accounts, invoices, and other records relating to dealings with third parties including suppliers and customers should be prepared with strict accuracy and completeness. Accounts must not be kept “off-book” to facilitate or conceal improper payments.

HOW TO RAISE A CONCERN

Any “stakeholder” subject to this policy who or which is offered a bribe, or is asked to make one, or any person who suspects that any bribery, corruption or other breach of this policy has occurred or may occur, must notify the Chair of Trustees or Charity Secretary as soon as possible.

VERSION CONTROL

<i>Version No.</i>	<i>Date</i>	<i>By (Name, Position)</i>	<i>Details of changes</i>	<i>Reviewed and approved by Board of Trustees</i>
1	18/12/2023	Graham Hawkes, Trustee & Secretary	N/A	07/01/2024