

ANTI-BRIBERY AND CORRUPTION POLICY

Statement

We have implemented this notice to inform you, as potential employee of ZR Recruits

What is bribery and corruption?

"Bribe"

- a. Money (whether in the form of cash or cash equivalent)
- b. Gifts.
- c. Hospitality and entertainment.
- d. Loans.
- e. Services.
- f. Preferential treatment.
- g. Discounts and promises to provide financial or other advantages in the future.

"Bribery"

- h. Giving, offering, or promising a bribe.
- i. Requesting, receiving, or agreeing to receive a bribe.
- j. Bribing a foreign public official (as defined in the Act).

"Corruption"

- k. Offer or provide a bribe (e.g., any payment, gift, hospitality, or other benefit)
- l. Accept a third party's offer that they know or suspect to be made with the expectation that it will provide a business advantage (to the third party or anyone else).
- m. Offer or provide a payment to speed up a necessary or routine procedure.
- n. Fail to prevent bribery and corruption from occurring.
- o. Intimidate, threaten, or retaliate against another person who has refused to accept or offer a bribe.

For the purposes of this policy, it does not matter whether:

- p. bribery and corruption occur in the UK or abroad.
- q. Any act of bribery or corruption committed outside of the UK may be prosecuted in the UK.
- r. The act of bribery and corruption is committed directly or indirectly.

What to do if you encounter discrimination?

1. Raise a complaint in writing to zoe.russell@zrrecruitsltd.co.uk
2. Raised complaints will be kept anonymous.

If you would like more information, please visit

<https://www.gov.uk/anti-bribery-policy>