

Anti-bribery & Corruption Policy

About Bisley

The Bisley Office Furniture Group conducts its business from its manufacturing site at Newport in South Wales, Bagshot in Surrey and the showrooms located in Dallington Street, London and the Calico Building, Manchester. Bisley is a UK manufacturer of a wide range of steel storage products predominantly for the business workplace, with ranges designed for those working from home for both the UK and international markets. Bisley also manufactures industrial storage products designed for use in heavy engineering environments for both commercial and private sectors.

Scope of Bribery and Corruption Policy

Bisley is committed to the highest standards of ethical conduct and integrity in its business activities in the UK and overseas. The actions and conduct of the Company's employees, as well as others acting on the Company's behalf are key to maintaining these standards. The purpose of this document is to set out the Company's policy in relation to bribery and corruption which applies strictly to all directors, employees, agents, consultants, contractors or bodies associated with Bisley.

Understanding and Recognising Bribery and Corruption

Acts of bribery or corruption are designed to influence an individual in the performance of their duty and incline them to act in a way that a reasonable person would consider to be dishonest in the circumstances.

Bribery can be defined as offering, promising or giving a financial (or other) advantage to another person with the intention of inducing or rewarding that person to act or for having acted in a way which a reasonable person would consider improper in the circumstances. Corruption is any form of abuse of entrusted power for private gain and may include, but is not limited to, bribery.

Bribes are not always a matter of handing over cash. Gifts, hospitality and entertainment are bribes if they are intended to influence a decision.

Penalties

The Bribery Act 2010 came into force on 1 July 2011. Under this Act, bribery by individuals is punishable by up to ten years imprisonment and/or an unlimited fine. If Bisley is found to have taken part in bribery or is found to lack adequate procedures to prevent bribery, it too could also face an unlimited fine.

A conviction for a bribery or corruption related offence would have severe reputational and/or financial consequences for the firm.

Scope of Policy

Bisley will not tolerate bribery or corruption in any form. The Company prohibits the offering, giving, solicitation or the acceptance of any bribe or corrupt inducement, whether in cash or in any other form:

- A. To or from any person or company wherever located, whether a public official or public body, or a private person or company.
- B. By any individual director, employee, agent, consultant, contractor or other person or body acting on the firm's behalf.
- C. In order to gain any commercial, contractual, or regulatory advantage for the company in any way, which is unethical or to gain any personal advantage, pecuniary or otherwise, for the individual or anyone connected with the individual.

This policy is not intended to prohibit the following practices provided they are appropriate, proportionate and are properly recorded:

- Normal hospitality - provided that it complies with the Company's guidelines on the acceptance of gifts.
- Fast tracking a process which is available to all on the payment of a fee; and/or...
- Providing resources to assist a person or body to make a decision more efficiently, provided that it is for this purpose only.

It may not always be a simple matter to determine whether a possible course of action is appropriate. If you are in any doubt as to whether a possible act might be in breach of this policy or the law, the matter should be referred to the Managing Director or Company Secretary. The Company will investigate thoroughly any actual or suspected breach of this policy, or the spirit of this policy. Employees found to be in breach of this policy may be subject to disciplinary action which may ultimately result in their dismissal.

Key Risk Areas

Bribery can be a risk in many areas of the Company. Below are the key areas you should be aware of in particular:

Excessive gifts, entertainment, IT and hospitality:

These can be used to exert improper influence on decision makers. Gifts, entertainment and hospitality are acceptable provided they fall within the Company's guidelines on the acceptance of gifts as detailed in the Employee Handbook.

Facilitation payments:

These are used by businesses or individuals to secure or expedite the performance of a routine or necessary action to which the payer has an entitlement as of right. The firm will not tolerate or excuse such payments being made.

Reciprocal agreements:

This or any other form of 'quid pro quo' are never acceptable unless they are legitimate business arrangements which are properly documented and approved by management. Improper payments to obtain new business, retain existing business or secure any improper advantage should never be accepted or made.

Actions by third parties for which the company may be held responsible:

This can include a range of people i.e. agents, contractors and consultants, acting on the Company's behalf. Appropriate due diligence should be undertaken before a third party is engaged. Third parties should only be engaged where there is a clear business rationale for doing so, with an appropriate contract. Any payments to third parties should be properly authorised and recorded.

Record keeping:

This can be exploited to conceal bribes or corrupt practices. We must ensure that we have robust controls in place so that our records are accurate and transparent.

Employee Responsibility and How to Raise a Concern

The prevention, detection and reporting of bribery or corruption is the responsibility of all employees throughout the Company. If you become aware or suspect that an activity or conduct which is proposed or has taken place is a bribe or corrupt, then you have a duty to report this. Any such incidents should be reported in accordance the Company’s whistleblowing policy which can be found in the **Employee Handbook**.

R Costin

Signed

Richard Costin
Chief Executive

Date 5th July 2023