

ANTI BRIBERY AND CORRUPTION POLICY

1. Policy statement

- 1.1. N-ERGY is committed to conducting business in an ethical and honest manner, and is committed to implementing and enforcing systems that ensure bribery is prevented. N-ERGY has zero-tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships, wherever we operate.
- 1.2. N-ERGY will constantly uphold all laws relating to anti-bribery and corruption in all the jurisdictions in which we operate. We are bound by the laws of the UK, including the Bribery Act 2010, in regard to our conduct both at home and abroad.
- 1.3. N-ERGY recognises that bribery and corruption are punishable by up to ten years of imprisonment and a fine. If our company is discovered to have taken part in corrupt activities, we may be subjected to an unlimited fine, be excluded from tendering for public contracts, and face serious damage to our reputation. It is with this in mind that we commit to preventing bribery and corruption in our business, and take our legal responsibilities seriously.

N-ERGY absolutely forbids corruption and the paying or receipt of bribes for any purpose.

This policy should be read in conjunction with the UK government published '[The Bribery Act 2010](#)'.

2. Who is covered by the policy?

- 2.1. This anti-bribery policy applies to all employees (whether temporary, fixed-term, or permanent), consultants, contractors, trainees, agency staff, volunteers, interns, agents, or any other person or persons associated with us (including third parties).
- 2.2. In the context of this policy, third-party refers to any individual or organisation our company meets and works with. It refers to actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, and government and public bodies – this includes their advisors, representatives and officials, politicians, and public parties.
- 2.3. Any arrangements our company makes with a third party is subject to clear contractual terms, including specific provisions that require the third party to comply with minimum standards and procedures relating to anti-bribery and corruption.

3. Definition of bribery

- 3.1. Bribery refers to the act of offering, giving, promising, asking, agreeing, receiving, accepting, or soliciting something of value or of an advantage so to induce or influence an action or decision.
- 3.2. A bribe refers to any inducement, reward, or object/item of value offered to another individual in order to gain commercial, contractual, regulatory, or personal advantage.

- 3.3. Bribery is not limited to the act of offering a bribe. If an individual is on the receiving end of a bribe and they accept it, they are also breaking the law. B
- 3.4. Bribery is illegal. Employees must not engage in any form of bribery, whether it be directly, passively (as described above), or through a third party (such as an agent or distributor). They must not bribe a foreign public official anywhere in the world. They must not accept bribes in any degree and if they are uncertain about whether something is a bribe or a gift or act of hospitality, they must seek further advice from the company's Managing Director.

4. **What is and what is NOT acceptable**

4.1. This section of the policy refers to 4 areas:

- Gifts and hospitality.
- Facilitation payments.
- Political contributions.
- Charitable contributions.

4.2. **Gifts and hospitality**

N-ERGY accepts normal and appropriate gestures of hospitality and goodwill (whether given to/received from third parties) so long as the giving or receiving meets the following requirements:

- a) It is not made with the intention of influencing the party to whom it is being given, to obtain or reward the retention of a business or a business advantage, or as an explicit or implicit exchange for favours or benefits.
 - b) It is not made with the suggestion that a return favour is expected.
 - c) It is in compliance with local law.
 - d) It is given in the name of the company, not in an individual's name.
 - e) It does not include cash or a cash equivalent (e.g. a voucher or gift certificate).
 - f) It is appropriate for the circumstances (e.g. giving small gifts around Christmas or as a small thank you to a company for helping with a large project upon completion).
 - g) It is of an appropriate type and value and given at an appropriate time, taking into account the reason for the gift.
 - h) It is given/received openly, not secretly.
 - i) It is not selectively given to a key, influential person, clearly with the intention of directly influencing them.
 - j) It is not above an excessive value of £100, as pre-determined by the company's Manager Director.
 - k) It is not offer to, or accepted from, a government official or representative or politician or political party, without the prior approval of the company's Managing Director.
- 4.3. Where it is inappropriate to decline the offer of a gift (i.e. when meeting with an individual of a certain religion/culture who may take offence), the gift may be accepted so long as it is declared to the Managing Director, who will assess the circumstances.
- 4.4. N-ERGY recognises that the practice of giving and receiving business gifts varies between countries, regions, cultures, and religions, so definitions of what is acceptable and not acceptable will inevitably differ for each.

- 4.5. As good practice, gifts given and received should always be disclosed to the Managing Director. Gifts from suppliers should always be disclosed.
 - 4.6. The intention behind a gift being given/received should always be considered.
 - 4.7. **Facilitation Payments**
N-ERGY does not accept and will not make any form of facilitation payments of any nature. Facilitation payments are any payment made (except where comprised in a lawful and published tariff of general application) as an inducement to secure or expedite the performance of a routine or necessary action to which the payer of the facilitation payment has a legal entitlement.
 - 4.8. **Political Contributions**
N-ERGY will not make donations, whether in cash, kind, or by any other means, to support any political parties or candidates. We recognise this may be perceived as an attempt to gain an improper business advantage.
 - 4.9. **Charitable Contributions**
N-ERGY accepts (and indeed encourages) the act of donating to charities – whether through services, knowledge, time, or direct financial contributions (cash or otherwise) – and agrees to disclose all charitable contributions it makes.
 - 4.10. Employees must be careful to ensure that charitable contributions are not used to facilitate and conceal acts of bribery.
 - 4.11. We will ensure that all charitable donations made are legal and ethical under local laws and practices, and that donations are not offered/made without the approval of the Managing Director.
5. **Employee Responsibilities**
- 5.1. As an employee of N-ERGY, you must ensure that you read, understand, and comply with the information contained within this policy, and with any training or other anti-bribery and corruption information you are given.
 - 5.2. All employees and those under our control are equally responsible for the prevention, detection, and reporting of bribery and other forms of corruption. They are required to avoid any activities that could lead to, or imply, a breach of this Anti-Bribery and Corruption policy.
 - 5.3. If you have reason to believe or suspect that an instance of bribery or corruption has occurred or will occur in the future that breaches this policy, you must notify the Managing Director.
 - 5.4. If any employee breaches this policy, they will face disciplinary action and could face dismissal for gross misconduct. N-ERGY has the right to terminate a contractual relationship with an employee if they breach this Anti-Bribery and Corruption policy.
6. **What happens if I need to raise a concern?**
- 6.1. This section of the policy covers 3 areas:
 - How to raise a concern.
 - What to do if you are a victim of bribery or corruption.
 - Protection.
 - 6.2. **How to raise a concern**

If you suspect that there is an instance of bribery or corrupt activities occurring in relation to N-ERGY, you are encouraged to raise your concerns at as early a stage as possible. If you're uncertain about whether a certain action or behaviour can be considered bribery or corruption, you should speak to your line manager, the Managing Director.

6.3. What to do if you are a victim of bribery or corruption

You must tell Managing Director as soon as possible if you are offered a bribe by anyone, if you are asked to make one, if you suspect that you may be bribed or asked to make a bribe in the near future, or if you have reason to believe that you are a victim of another corrupt activity.

6.4. Protection

If you refuse to accept or offer a bribe or you report a concern relating to potential act(s) of bribery or corruption, N-ERGY understands that you may feel worried about potential repercussions. N-ERGY will support anyone who raises concerns in good faith under this policy, even if investigation finds that they were mistaken.

6.5. N-ERGY will ensure that no one suffers any detrimental treatment as a result of refusing to accept or offer a bribe or other corrupt activities or because they reported a concern relating to potential act(s) of bribery or corruption.

6.6. Detrimental treatment refers to dismissal, disciplinary action, treats, or unfavourable treatment in relation to the concern the individual raised.

7. Training and communication

7.1. N-ERGY will provide training on this policy as part of the induction process for all new employees. Employees will also receive relevant training on how to adhere to this policy, and will be asked to formally accept that they will comply with this policy.

7.2. N-ERGY's anti-bribery and corruption policy and zero-tolerance attitude will be clearly communicated to all suppliers, contractors, business partners, and any third-parties.

8. Record keeping

8.1. N-ERGY will keep detailed and accurate financial records, and will have appropriate internal controls in place to act as evidence for all payments made.

8.2. It is a requirement of this policy that appropriate records are kept in accordance with the document in AppendixA.

Appendix 1 – Record

Date	Project number	Details of gift	Value of gift	Name of recipient	Company of recipient	Accepted or rejected	Approval req/ sought?



Reports can be sent confidentially in writing to:

info@n-ergy.solutions

or

N-ERGY Ltd
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