

## The Upper Medway Internal Drainage Board

### Anti-Bribery Policy

#### INTRODUCTION

The Bribery Act 2010 came into force on 1st July 2011 and is intended to modernise the law on bribery. Bribery can be defined as giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so.

This Policy is intended to supplement the Board's Fraud and Corruption Policy. It extends to all staff, members of the Board, or associated contractors who might bring the Board into disrepute by accepting or offering bribes.

#### POLICY

The Board:

- Takes a zero-tolerance approach to bribery. **Offering or accepting a bribe is not acceptable in any circumstances.**
- Is committed to acting professionally, fairly, ethically and with integrity in all business dealings and relationships.
- Is committed to implementing and enforcing effective systems to counter bribery.

The Board Prohibits:

The offering, giving or acceptance of any bribe, whether cash or other inducement, to any person or company by any individual employee, agent or other person or body acting on the Board's behalf in order to gain any commercial, contractual or regulatory advantage in a way that is un-ethical or in order to gain any personal advantage, for the individual or anyone connected with the individual.

Breaching this policy will be dealt with as a matter of gross misconduct and subsequent investigations and punishments for breach should be handled in accordance with this.

**Responsibilities for overseeing and managing this policy lies with the Clerk and/or the Board Chairman.**

#### June 2024 Alterations

- None

#### November 2025 Alterations

- Added reference to whom this policy applies
- Added consequence for breach
- Added responsibility for managing this policy