

# Anti-Bribery and Corruption Policy

## 1. Purpose and Scope

This policy outlines Womens Utilities Network's (**WUN**) commitment to preventing bribery and corruption in all activities. It applies to all employees, directors, advocates, contractors and anyone acting on behalf of the network.

## 2. Definition of Bribery and Corruption

**Bribery:** Offering, giving, receiving, or soliciting something of value as a means to influence the actions of an individual in a position of power.

**Corruption:** Abuse of entrusted power for private gain, which can include bribery, extortion, fraud, nepotism, and embezzlement.

## 3. Policy Statement

WUN has a zero-tolerance approach to bribery and corruption. We are committed to conducting all our activities ethically, with integrity, and in compliance with the UK Bribery Act 2010 and all other applicable laws and regulations.

## 4. Responsibilities

**Employees, advocates, contractors and representatives:** Must adhere to this policy, report any suspected bribery or corruption, and avoid any activity that might lead to or suggest a breach of this policy.

**Board Members:** Must ensure effective implementation and enforcement of this policy, provide training and resources, and act as role models of ethical behaviour. Bribery Act 2010 and all other applicable laws and regulations.

## 5. Prohibited Conduct

**Bribery:** Offering, giving, or accepting any form of bribe is strictly prohibited.

**Facilitation Payments:** Small, unofficial payments made to secure or expedite a routine action are not permitted.

**Gifts and Hospitality:** Must not be given or received if they could influence a business decision. Modest, customary gifts and hospitality are acceptable if transparent and recorded.

## 6. Reporting and Whistleblowing

Employees, directors, advocates, contractors and anyone acting on behalf of the network are encouraged to report any concerns about bribery or corruption. Reports can be made confidentially to the Administration Manager or via a member of the board. Retaliation against anyone who reports in good faith is prohibited.

## 7. Consequences of Non-Compliance

Violations of this policy will result in disciplinary action, which may include termination of membership, employment, tenure or contracts, and legal action where applicable.