



Anti-bribery policy

HOPS Labour Solutions commits to reducing risks of bribery – it is illegal to offer, promise, give, request, agree, receive or accept bribes as defined in The Bribery Act 2010 which came into force on 1st July 2011. A failure to report or prevent bribery is an offence under the Act.

Our key points are listed below identifying the way in which we aim to conduct ourselves with the focal point being bribery not other criminal acts.

Key points

- All HOPS employees and suppliers performing services for HOPS are strictly forbidden to bribe.
- All HOPS employees and suppliers performing services for HOPS are strictly forbidden to make facilitation payments.
- All HOPS employees and suppliers performing services for HOPS must not influence a decision-maker by offering a benefit to perform their functions or activities improperly.
- No bribes must be made in order to get business, keep business, or gain business advantage for HOPS.
- HOPS is committed to acting with integrity and responsibility throughout its business.
- HOPS endeavours to adhere to ethical standards throughout its business activities.
- All HOPS employees are instrumental in preventing, reporting and recognising any activity which relates to bribery and feel supported in doing so.

HOPS procedures

HOPS Labour Solutions Ltd. Is a small business whose management is committed to ensure we conduct business without bribery.

The risk of bribery in labour sourcing countries is reviewed in our in-country audits to assess potential weaknesses and ensure HOPS conducts businesses properly. HOPS do not condone or tolerate any form of bribery and appropriate measures will be taken to address any issues immediately.

HOPS conduct risk assessments where relevant on a new supplier including checking the Business Anti-Corruption Portal to assess relevant country information.

HOPS supply chain is assessed and communications of HOPS Anti-bribery policy are regularly conducted.

HOPS targets

HOPS employees and suppliers are required to adhere to this policy, to act honestly and responsibly.

Support any person(s) reporting any instances of bribery and reporting it to the appropriate external body i.e. the police and taking reasonable steps internally against the person(s) or supplier up to and including terminating contracts.

Review this policy annually or as required ensuring HOPS meets its legal standards as well as its own.