

The Bribery Act 2010

The Bribery Act 2010 creates a new offence under Section 7 which can be committed by commercial organisations which fail to prevent persons associated with them from bribing another person on their behalf. Therefore, Viney Ltd t/as James A Baker has to ensure that none of its employees or associates bribes a client or prospect for any purpose, in particular, to win business.

James A Baker's policy on bribery is based upon the six principles proposed by the Government. The principles are not prescriptive but are intended to be flexible and outcome focussed, namely, that the outcome should always be robust and effective.

Many large organisations already have policies covering the declaration of gifts and rewards for their employees but the James A Baker Board has chosen not to rely upon these but to implement its own policy on bribery, which is:

1. James A Baker employees and associates must not offer a bribe of any kind to any employee of a client or potential client company or to any supplier to James A Baker in order to derive a specific benefit. This excludes reasonable hospitality provided in business discussions, for example, occasional lunches or dinners, provided that the cost of such hospitality is appropriate and not excessive. In any event, the Board will conduct independent project reviews from time to time and will include questions about bribery within these reviews.
2. The Board of James A Baker is committed to preventing bribery by employees and persons associated with it.
3. We will conduct annual assessments of the nature and extent of our exposure to potential internal and external risks of bribery. The results of our assessments will be documented.
4. The Board believes that the risks are low but will conduct due diligence at appropriate stages.
5. We will distribute this policy to all employees and associates, both upon introduction and after the annual policy reviews.
6. The James A Baker Board will review the policy every year to ensure that it remains relevant and effective.

Based upon current guidance and advice, current James A Baker business practices do not carry any risks in respect of the Bribery Act 2010. If you have any questions or concerns, please contact Jim Baker or Miles Bulloch.

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