

ALTEREGO CONSULTANCY – ANTI BRIBERY AND CORRUPTION POLICY 2016

Alterego Consultancy values its reputation and is committed to maintaining the highest level of ethical standards in the conduct of its business affairs. The action and conduct of the firm's staff as well as others actions of the firm's behalf are key to maintaining these standards.

The purpose of this document is to set out the firm's policy in relation to bribery and corruption. The policy applies strictly to all employees, directors, consultants and to any other people or bodies associate d with Allan & Hanel, within all areas and functions.

Acts of bribery or corruption are designed to influence an individual in the performance of their duty and incline them to act in a way that a reasonable person would consider to be dishonest in the circumstances.

Bribery can be defined as offering, promising or giving a financial (or other) advantage to another person with the intention of inducing or rewarding that person to act or for having acted in a way which a reasonable person would consider improper in the circumstances. Corruption is any form of abuse of entrusted power for private gain and may include, but is not limited to, bribery.

Bribes are not always a matter of handing over cash. Gifts, hospitality and entertainment can be bribes if they are intended to influence a decision.

Alterego Consultancy will not tolerate bribery or corruption in any form.

The firm prohibits the offering, giving, solicitation or the acceptance of any bribe or corrupt inducement, whether in cash or in any other form to or from any person or company wherever located, whether a public official or a public body, or a private person or company; by any individual employee, director, agent, consultant, contractor or other person or body acting on the firm's behalf; in order to gain any commercial, contractual or regulatory advantage for the firm in any way which is unethical or to gain any personal advantage, pecuniary or otherwise, for the individual or anyone connected with the individual.

Alterego Consultant is a Project Management company with sustainable memberships with the Institute of Project Management and The Associate of Project Management who as organisations would not tolerate any instances of bribery and corruption. We as a company as members must and do comply with their conditions.

Signed:



Date: 4 April 2016

Derek A Bolton (Managing Director)