

What is Bribery?

Bribery is the offering, promising, giving, accepting or soliciting of an advantage as an inducement for action. It is illegal, and it is a breach of trust.

A bribe is an inducement or reward offered, promised or provided in order to gain a commercial, contractual, regulatory or personal advantage

It is against FIDI's core values of conducting business to the highest legal, moral and ethical standards. Bribery and corruption are covered by various international laws and statutes. These laws often require companies, including FIDI Affiliates, to have rigorous, pro-active measures in place to detect and prevent corrupt practices.

Legal compliance

All FIDI Affiliates must ensure that they are aware of all applicable laws countering bribery and corruption in all the jurisdictions in which they operate, and that they will obey and uphold those laws. The laws that apply to particular international business activities include those of the countries in which the activities occur as well as others that - like the US Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act 2010 - govern the international operations of national companies and citizens in respect of their conduct both at home and abroad.

Responsibility

PSS pledge to take a zero-tolerance approach to bribery and corruption. At all times, we will act professionally, fairly and with the utmost integrity in all business dealings and relationships. This will apply wherever we operate.

PSS will specifically abide by this charter and we expect our supply chain to abide in a similar way to these rules and any others that may be promoted to them for the purposes of ensuring that we comply with our accreditations.

We will continually test our staff and supply chain for compliance with our standards. Where evidence is found that an employee, company or organisation has breached the trust placed in them, PSS will ensure that action is taken to escalate the issue for a resolution.

Employees will be subject to disciplinary process if guilty of not complying with our policy and action will be taken against supply chain partners who are not compliant, which could result in removing them from our supply process and any relationship they may have with PSS.

PSS, its employees and supply chain partners will:

1. Never engage in any form of bribery, either directly or through any third party.
2. Never offer or make an improper payment, or authorise an improper payment (cash or otherwise) to any individual, including any local or foreign official anywhere in the world.
3. Never attempt to induce an individual, or a local or foreign official to act illegally or improperly.
4. Never offer, or accept, money or anything of value, such as gifts, kickbacks or commissions, in connection with the procurement of business or the award of a contract.
5. Never offer or give any gift or token of hospitality to any public employee or government official or representative if there is any expectation or implication for a return favour
6. Never accept any gift from any business partner if there is any suggestion that a return favour will be expected or implied.
7. Never facilitate payments to obtain a level of service which one would not normally be entitled to.
8. Never disregard or fail to report any indication of improper payments to the appropriate authorities.
9. Never induce or assist another individual to break any applicable law or regulation.

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We will ensure that our customers, suppliers and employees are made aware of our Anti Bribery and Anti Corruption Policy through a range of methods including through our website.

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