

 YOUTH SPORT TRUST	POLICY	Document Number: BWPo02
	ANTI-BRIBERY	Version number: 1 Updated: Mar-2020 Next Review Date: Mar-2022

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Introduction

The Youth Sport Trust (“YST”) is committed to the highest standards of ethical conduct and integrity in its charitable activities in the UK and overseas. This policy outlines YST’s position on preventing and prohibiting bribery, in accordance with the Bribery Act 2010. YST will not tolerate any form of bribery by, or of, its employees, trustees, consultants or any person or body acting on its behalf. The Senior Leadership Team is committed to implementing effective measures to prevent, monitor and eliminate bribery. For the purposes of this policy, bribery is defined as the giving or taking of a reward in return for acting dishonestly and/or in breach of the law.

Scope of this policy

This policy applies to all employees of YST, and to trustees, temporary workers, consultants, contractors, and subsidiaries acting for, or on behalf of, YST (“associated persons”) within the UK and overseas. Every employee and associated person acting for, or on behalf of, YST is responsible for maintaining the highest standards of business conduct. Any breach of this policy is likely to constitute gross misconduct and is likely to be a criminal matter for the individual concerned and may cause serious damage to the reputation and standing of the organisation.

YST may also face criminal liability for unlawful actions taken by its employees or associated persons under the Bribery Act 2010. All employees and associated persons are required to familiarise themselves and comply with this policy, including any future updates that may be issued from time to time.

Business Conduct

YST’s policy, in accordance with the Bribery Act 2010, is outlined below. Over and above this policy, employees and associated persons must always comply with the following:

- Employees and associated persons will, in their actions, comply with the letter and spirit of legal requirements, UK and European, applicable to YST’s business.
- No employee will use their employment status to obtain personal gain from those doing business, or seeking to do business, with YST.
- No employee or associated person will accept gifts, or other personal rewards (other than of token or nominal value) that may be intended to influence business transactions with YST.
- Employees and associated persons will ensure that all their dealings with partners are conducted in a manner that does not compromise the integrity of the partners or YST.
- No employee or associated person will become involved in any other situation in which their personal interest conflicts or might conflict with responsibilities to YST.
- No employee or trustee will invest other than in nominal investments, in publicly traded shares or receive any benefit directly or indirectly from any firm that might supply goods or services to or compete with YST.
- No employee or associated person will disclose any confidential information about YST or information for which YST has responsibility, other than in the proper performance of their duties.
- YST accounts will record all its transactions, and properly disclose all its assets and liabilities, in accordance with generally accepted accounting principles. No employee will act in a manner contrary to these accounting principles or authorise others to do so.

Bribery Act 2010

YST is committed to complying with the Bribery Act 2010, in all its charitable activities in the UK and overseas.

Under the Bribery Act 2010, a bribe is a financial or other type of advantage that is offered or requested with the:

- intention of inducing or rewarding improper performance of a function or activity; or
- knowledge or belief that accepting such a reward would constitute the improper performance of such a function or activity.
- a relevant function or activity includes public, state or business activities or any activity performed in the course of a person's employment, or on behalf of another company or individual, where the person performing that activity is expected to perform it in good faith, impartially, or in accordance with a position of trust.

A criminal offence will be committed under the Bribery Act 2010 if:

- an employee or associated person acting for, or on behalf of, YST offers, promises, gives, requests, receives or agrees to receive bribes; or
- an employee or associated person acting for, or on behalf of, YST offers, promises or gives a bribe to a foreign public official with the intention of influencing that official in the performance of his/her duties (where local law does not permit or require such influence); and
- YST does not have the defence that it has adequate procedures in place to prevent bribery by its employees or associated persons.

All employees and associated persons are required to comply with this policy, in accordance with the Bribery Act 2010.

What is prohibited?

YST prohibits employees or associated persons from offering, promising, giving, soliciting or accepting any bribe. The bribe may be cash, a gift or other inducement to, or from, any person or organisation, whether a public or government official, official of a state-controlled industry, political party or a private person or organisation, regardless of whether the employee or associated person is situated in the UK or overseas. The bribe might be made to ensure that a person or organisation improperly performs duties or functions (for example, by not acting impartially or in good faith or in accordance with their position of trust) to gain any commercial, contractual or regulatory advantage for YST in either obtaining or maintaining business, or to gain any personal advantage, financial or otherwise, for the individual or anyone connected with the individual.

This prohibition also applies to indirect contributions, payments or gifts made in any manner as an inducement or reward for improper performance, for example through consultants, contractors or sub-contractors, agents or sub-agents, sponsors or sub-sponsors, joint-venture partners, advisors, customers, suppliers or other third parties.

Records

Employees and, where applicable, associated persons, are required to take particular care to ensure that all YST records are accurately maintained in relation to any contracts or business activities, including financial invoices and all payment transactions with clients, suppliers and public officials.

Due diligence should be undertaken by employees and associated persons prior to entering into any contract, arrangement or relationship with a potential supplier of services, agent, consultant or representative.

Employees and associated persons are required to keep accurate, detailed and up-to-date records of all corporate hospitality, entertainment or gifts accepted or offered.

Working overseas

Employees and associated persons conducting business on behalf of YST outside the UK may be at greater risk of being exposed to bribery or unethical business conduct than UK-based employees. Employees and associated persons owe a duty to YST to be extra vigilant when conducting international business.

Procedure

Employees and associated persons are required to co-operate with YST's risk management procedures and to report suspicions of bribery to the Director of Finance and Governance. While any suspicious circumstances should be reported, employees and associated persons are required particularly to report:

- close family, personal or business ties that a prospective agent, representative or joint-venture partner may have with government or corporate officials, directors or employees;
- a history of corruption in the country in which the business is being undertaken;
- requests for cash payments;
- requests for unusual payment arrangements, for example via a third party;
- requests for reimbursements of unsubstantiated or unusual expenses; or
- a lack of standard invoices and proper financial practices.

If an employee or associated person is in any doubt as to whether or not a potential act constitutes bribery, the matter should be referred to the Director of Finance & Governance or Assistant Director of HR.

Facilitation payments

YST prohibits its employees or associated persons from making or accepting any facilitation payments. These are payments made to government officials for carrying out or speeding up routine procedures. They are more common overseas. Facilitation payments are distinct from an official, publicly available fast-track process. Facilitation payments, or offers of such payments, will constitute a criminal offence by both the individual concerned and YST under the Bribery Act 2010, even where such payments are made or requested overseas. Employees and associated persons are required to act with greater vigilance when dealing with government procedures overseas.

Procedure

Where a public official has requested a payment, employees or associated persons should ask for further details of the purpose and nature of the payment in writing. If the public official refuses to give these, this should be reported immediately to the Director of Finance & Governance.

If the public official provides written details, the Director of Finance & Governance will consider the nature of the payment. Local legal advice may be sought by YST. If it is concluded that the payment is a legitimate fee, for example part of a genuine fast-track process, or is permitted locally, YST will authorise the employee to make the payment.

Where the Director of Finance & Governance considers that the request is for a facilitation payment, the employee or associated person will be instructed to refuse to make the payment and notify the public official that the employee or associated person is required to report the matter to the Company and the UK embassy.

YST will seek the assistance of the relevant employee in its investigation and may determine that the matter should be referred to the prosecution authorities. If an employee or associated person has any other concerns about the nature of a request for payment, they should report refer to YST's Whistleblowing Policy.

Corporate entertainment, gifts, hospitality and promotional expenditure

YST permits corporate entertainment, gifts, hospitality and promotional expenditure that is undertaken:

- for the purpose of establishing or maintaining good business relationships;
- to improve the image and reputation of YST; or
- to present YST's goods/services effectively;

provided that it is:

- arranged in good faith; and
- not offered, promised or accepted to secure an advantage for YST or any of its employees or associated persons or to influence the impartiality of the recipient.

YST will authorise only reasonable, appropriate and proportionate entertainment and promotional expenditure. This principle applies to employees and associated persons, whether based in the UK or overseas.

Procedure

Employees and, where relevant, associated persons should submit requests for proposed hospitality and promotional expenditure well in advance of proposed dates to their line manager.

Employees are required to set out in writing:

- the objective of the proposed client entertainment or expenditure;
- the identity of those who will be attending;
- the organisation that they represent; and
- details and rationale of the proposed activity.

YST will approve business entertainment proposals only if they demonstrate a clear business objective and are appropriate for the nature of the business relationship. YST will not approve business entertainment where it considers that a conflict of interest may arise or where it could be perceived that undue influence or a particular business benefit was being sought (for example, prior to a tendering exercise).

Any gifts, rewards or hospitality received or offered from clients, public officials, suppliers or other business contacts should be reported immediately to the Director of Finance and Governance. In certain circumstances, it may not be appropriate to retain such gifts or be provided with the entertainment, and employees and associated persons may be asked to return the gifts to the sender or refuse the entertainment, for example, where there could be a real or perceived conflict of interest.

If the gift, reward or hospitality is deemed by the Director of Finance and Governance to be acceptable, then it should be recorded in the Gifts & Hospitality Register, which is maintained by YST's Finance Team. As a general rule, small tokens of appreciation, such as flowers or a bottle of wine, may be retained by employees.

If an employee or associated person wishes to provide gifts to suppliers, clients or other business contacts, prior written approval from their line manager is required, together with details of the intended recipients, reasons for the gift and business objective. These will be authorised only in limited circumstances and may be subject to a cap of £50 per recipient.

Employees and, where applicable, associated persons must supply records and receipts, in accordance with YST's travel & subsistence policy.

Charitable and political donations

YST considers that charitable giving can form part of its wider commitment and responsibility to the community. YST supports a number of charities that are selected each year. YST may also support fundraising events involving employees.

YST does not make donations to any political parties. Employees and associated persons are not permitted to make any political donations to organisations on behalf of YST.

What practices are permitted?

This policy does not prohibit:

- normal and appropriate hospitality and entertainment with clients (please see travel and subsistence policy); and
- the use of any recognised fast-track process that is publicly available on payment of a fee.

Any such practices must be proportionate, reasonable and made in good faith. Clear records must be kept.

Risk management

YST has established detailed risk management procedures to prevent, detect and prohibit bribery. YST will conduct risk assessments on a regular basis and, where relevant, will identify employees of YST or associated persons who are in positions where they may be exposed to bribery.

Procedure

YST will identify high-risk areas, for example projects undertaken in high-risk countries, tenders for work and those working on high-value projects.

The Youth Sport Trust will:

- regularly monitor "at risk" employees and associated persons;
- regularly communicate with "at risk" employees and associated persons;
- undertake extensive due diligence of third parties and associated persons; and
- communicate its zero-tolerance approach to bribery to third parties, including actual and prospective customers, suppliers and joint-venture partners.

Reporting suspected bribery

YST depends on its employees and associated persons to ensure that the highest standards of ethical conduct are maintained in all its charity dealings. Employees and associated persons are requested to assist YST and to remain vigilant in preventing, detecting and reporting bribery.

Employees and associated persons are encouraged to report any concerns that they may have to their line manager as soon as possible. Issues that should be reported include:

- any suspected or actual attempts at bribery;
- concerns that other employees or associated persons may be being bribed; or
- concerns that other employees or associated persons may be bribing third parties, such as clients or government officials.

Any incidents of suspected bribery will be thoroughly and promptly investigated by HR in the strictest confidence. Employees and associated persons will be required to assist in any investigation into possible or suspected bribery. Employees will also be required to comply with YST's Whistleblowing Policy.

Employees or associated persons who report instances of bribery in good faith will be supported by YST. YST will ensure that the individual is not subjected to detrimental treatment as a consequence of their report. Any instances of detrimental treatment by a fellow employee because an employee has made a report will be treated as a disciplinary offence. An instruction to cover up wrongdoing is itself a

disciplinary offence. If told not to raise or pursue any concern, even by a person in authority such as a manager, employees and associated persons should not agree to remain silent. They should report the matter to the Assistant Director of HR.

When an individual reports suspected instances of bribery, YST will process any personal data collected in accordance with its data protection policy. Data collected from the point at which the individual makes the report is held securely and accessed by, and disclosed to, individuals only for the purposes of dealing with the report of bribery.

Action by the Youth Sport Trust

YST will fully investigate any instances of alleged or suspected bribery. Employees or associated persons suspected of bribery may be suspended from their duties while the investigation is being carried out. YST will invoke its disciplinary procedures where any employee is suspected of bribery, and proven allegations may result in a finding of gross misconduct and immediate dismissal. YST may terminate the contracts of any associated persons, including consultants or other workers who act for, or on behalf of, YST who are found to have breached this policy.

YST may also report any matter to the relevant authorities, including the Director of Public Prosecutions, Serious Fraud Office, Revenue and Customs Prosecutions Office and the police. YST will provide all necessary assistance to the relevant authorities in any subsequent prosecution.

Review of procedures and training

YST will regularly communicate its anti-bribery measures to employees and associated persons. YST will set up training sessions where applicable. The Senior Leadership Team is responsible for the implementation of this policy.

Employees and those working for, or on behalf of, YST are encouraged to contact the Assistant Director of HR with any suggestions, comments or feedback that they may have on how these procedures may be improved. YST reserves the right to amend and update this policy as required. For the avoidance of doubt, this policy does not form part of an employee's contract of employment.