



Anti-Bribery and Corruption Policy

1. Introduction

Stork Solutions Ltd is committed to conducting its business in an ethical and transparent manner. We uphold the highest standards of integrity and accountability in all our dealings. This Anti-Bribery and Corruption Policy outlines our commitment to preventing, detecting, and addressing bribery and corruption in any form within our operations and business relationships.

2. Scope

This policy applies to all employees, directors, officers, and any individuals or entities acting on behalf of Stork Solutions Ltd, including but not limited to suppliers, contractors, agents, and business partners.

3. Policy Statement

Stork Solutions Ltd strictly prohibits:

Bribery: Offering, giving, receiving, or soliciting anything of value as a means to influence the actions of an individual or organisation in a position of trust.

Corruption: Any form of abuse of entrusted power for private gain.

This includes, but is not limited to, the following:

Payments, gifts, or hospitality that could improperly influence a decision or be perceived as doing so.

Facilitation payments intended to expedite routine government actions.

Contributions to political parties, candidates, or campaigns made in expectation of business advantage.

4. Compliance with Laws

Stork Solutions Ltd complies with all applicable anti-bribery and corruption laws, including but not limited to the UK Bribery Act 2010 and the US Foreign Corrupt Practices Act (FCPA). We expect our employees, partners, and third parties to do the same.

5. Gifts and Hospitality

All gifts, hospitality, or other forms of business courtesy must be reasonable, proportionate, and appropriate under the circumstances. They should never be given or received with the intention of influencing a business decision or creating a sense of obligation.

6. Due Diligence

Stork Solutions Ltd conducts due diligence on potential business partners, suppliers, and other third parties to ensure they adhere to our anti-bribery and corruption standards.



7. Reporting and Whistleblowing

Employees and other stakeholders are encouraged to report any concerns regarding bribery or corruption. Reports can be made anonymously and will be handled confidentially. No employee will suffer retaliation for reporting in good faith.

8. Training and Communication

Stork Solutions Ltd provides regular training to all employees on the importance of this policy and their responsibilities under it. We also communicate our anti-bribery and corruption stance to all business partners and stakeholders.

9. Monitoring and Review

The effectiveness of this policy is regularly monitored, and it will be reviewed periodically to ensure it remains relevant and in line with best practices and legal requirements.

10. Consequences of Non-Compliance

Any employee found to be in breach of this policy may face disciplinary action, including termination of employment. In cases involving third parties, Stork Solutions Ltd may terminate business relationships or contracts.

11. Commitment to Ethical Business

Stork Solutions Ltd is committed to fostering a culture where bribery and corruption are never tolerated. We believe in conducting business with integrity and transparency, ensuring trust in all our relationships.

For further information or to discuss this policy in more detail, please contact Sam Drury, Director.

This policy reflects our dedication to ethical business practices and our commitment to complying with all relevant anti-bribery and corruption laws. We thank you for your support and partnership in maintaining these high standards.

Signed on Behalf of Stork Solutions Ltd:

Print: Sam Drury
Position: Director
Date: 24-05-2024