

ANTI-CORRUPTION AND BRIBERY POLICY STATEMENT

FeRFA is committed to applying the highest standards of ethical conduct and integrity in its business activities. Every individual acting on the Associations behalf is responsible for maintaining the Associations reputation and for conducting its activities honestly and professionally.

The Association does not tolerate any form of bribery, whether direct or indirect, by, or of, its employees, officers, agents or consultants or any person or companies acting for it or on its behalf. The Directors are committed to implementing and enforcing effective systems to prevent and eliminate bribery, in accordance with the Bribery Act 2010.

The Association has an anti-bribery and corruption policy, together with policies on gifts and corporate hospitality ("Policies"), outlining the Association's position on preventing and prohibiting bribery and corruption.

A bribe is a financial advantage or other reward that is offered to, given to, or received by an individual or company (whether directly or indirectly) to induce or influence that individual or company to perform public or corporate functions or duties improperly.

Anyone acting for or on behalf of the Association is strictly prohibited from making, soliciting, or receiving any bribes or unauthorised payments. As part of its anti-bribery measures the Association accepts transparent, proportionate, reasonable, and bona fide hospitality and promotional expenditure, whether given or received.

Individuals acting for the Association should note that bribery is a criminal offence that may result in up to 10 years imprisonment and/or an unlimited fine for the individual and an unlimited fine for the Association.

Individuals acting for the Association are encouraged to report any suspected bribery in accordance with the policies and procedures to The Board of Directors.