

COCKTAILHIRE

Anti-Bribery & Corruption Policy

1. Purpose

Cocktailhire is committed to conducting business ethically, transparently, and in compliance with all applicable anti-bribery and anti-corruption legislation, including the UK Bribery Act 2010.

2. Scope

This policy applies to all employees, contractors, freelancers, agents, and anyone acting on behalf of Cocktailhire.

3. Zero-tolerance approach

Cocktailhire operates a zero-tolerance approach to bribery and corruption. We do not offer, give, request, or accept bribes or improper advantages in any form.

4. What constitutes bribery and corruption

Bribery and corruption include (but are not limited to):

- Offering, promising, or giving anything of value to improperly influence a business decision
- Requesting, agreeing to receive, or accepting an improper advantage
- Facilitation payments, regardless of value
- Indirect payments or benefits made through third parties

5. Gifts and hospitality

Reasonable and proportionate business hospitality may be offered or accepted where it is:

- Infrequent
- Modest in value
- Transparent and properly recorded
- Not intended to influence decision-making

6. Reporting concerns

Any suspicion or instance of bribery or corruption must be reported promptly to senior management. Reports will be treated seriously and investigated appropriately.

7. Breaches

Breaches of this policy may result in disciplinary action, termination of engagement, or referral to the relevant authorities.

8. Review

This policy is reviewed annually and updated to reflect changes in legislation, guidance, or business operations.