



Anti-Corruption & Bribery

PB Group is committed to conducting business ethically and responsibly, free from corruption and bribery. The purpose of this policy is to outline PB Group's approach to preventing and detecting bribery and corruption and to provide guidance to all employees, agents, and third-party suppliers who work on behalf of the company.

Policy Statement

PB Group is committed to ensuring that all business operations are conducted in a transparent, ethical, and lawful manner. We have zero tolerance for any form of bribery or corruption, and we expect all employees, agents, and third-party suppliers to act with the highest standards of integrity, professionalism, and ethics at all times.

Scope of Policy

This policy applies to all employees, agents, and third-party suppliers who work on behalf of PB Group, including but not limited to consultants, contractors, and other business partners. It also applies to all PB Group business activities, both in the UK and overseas.

Responsibility

All employees, agents, and third-party suppliers have a responsibility to ensure that they comply with this policy. The Board of Directors is ultimately responsible for ensuring that this policy is implemented and enforced.

Bribery and Corruption Prevention

PB Group prohibits all forms of bribery and corruption, including but not limited to:

- The offering, giving, or receiving of any gift, loan, fee, reward, or other advantage as an inducement to do something illegal or unethical.
- Making, receiving, or facilitating payments to public officials or private individuals to influence their actions.
- Using third-party agents or intermediaries to make or receive payments on behalf of PB Group.
- Concealing or disguising the true nature, source, or ownership of payments or benefits.
- Retaliating against any employee or third party who raises concerns or refuses to engage in bribery or corruption.

Reporting and Enforcement

All employees, agents, and third-party suppliers are encouraged to report any concerns or suspicions of bribery or corruption immediately to their line manager, the Compliance Officer, or another senior member of staff. PB Group will investigate all reports of alleged bribery or corruption and will take appropriate disciplinary or legal action where necessary.

PB Group is committed to conducting business in a transparent, ethical, and responsible manner, and to preventing and detecting bribery and corruption in all its forms. By following this policy, we can maintain our reputation for integrity and professionalism, and ensure that we continue to be a trusted partner for our customers and stakeholders.