



ANTI-BRIBERY AND CORRUPTION POLICY

Trinity Guards

1. Statement of Commitment

Trinity Guards is committed to conducting all business activities with honesty, integrity, and transparency.

The company adopts a zero-tolerance approach to bribery and corruption and will comply with all applicable legislation, including the UK Bribery Act 2010.

2. Scope

This policy applies to all employees, contractors, suppliers, and any individuals acting on behalf of Trinity Guards.

3. Definition

Bribery is defined as offering, promising, giving, or receiving something of value to influence a decision or gain an improper advantage.

Corruption includes any abuse of power for personal or business gain.

4. Prohibited Conduct

The following is strictly prohibited:

- Offering or accepting bribes
 - Giving or receiving gifts or hospitality intended to influence decisions
 - Facilitating payments (unofficial payments to speed up processes)
 - Any conduct that could be perceived as corrupt or unethical
-

5. Gifts and Hospitality

Trinity Guards recognises that reasonable and proportionate hospitality may be acceptable in the course of business.

However:

- Gifts or hospitality must not influence, or appear to influence, business decisions
 - Excessive or inappropriate gifts are not permitted
 - Any offers of gifts or hospitality must be reported to management
-

6. Responsibilities

The Director

- Has overall responsibility for ensuring compliance with this policy
- Implements and reviews procedures to prevent bribery and corruption

Supervisors

- Ensure staff understand and comply with this policy
- Report any concerns

Employees

- Act with integrity at all times
 - Avoid any situation that could lead to bribery or corruption
 - Report any concerns immediately
-

7. Reporting Concerns

Any suspected bribery or corruption must be reported immediately to management.

Reports will be:

- Treated confidentially
- Investigated promptly
- Acted upon where necessary

No individual will suffer any detriment for raising concerns in good faith.

8. Record Keeping

Trinity Guards will maintain accurate records of all financial transactions and business dealings to ensure transparency and accountability.

9. Compliance

Failure to comply with this policy may result in disciplinary action, including termination of employment or contract, and may lead to legal consequences.

10. Review

This policy will be reviewed periodically to ensure it remains effective and compliant with current legislation.

Signed: 

Name: Authorised Signatory
Position: Director

Company: Trinity Guards
Date: 01/04/2026