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Whistle Blower Protection Act 2010

- Protection of Whistleblower is essential to encourage the reporting of misconduct, fraud and corruption.
- Providing effective protection for whistleblowers supports an open organizational culture where employees are not only aware of how to report but also have confidence in the reporting procedures.
- It also helps offices prevent and detect bribery in their service delivery provisions.
- To combat corruption, safeguard integrity, enhance accountability, and support a clean office environment.

Anti bribery and corruption policy template australia. Anti corruption policies.

Establishing an anti-bribery and corruption policy is one of the major ways you can prevent it from arising in your business. It is essential to protect your business from this, as the government can give unlimited fines towards bribery and corruption. This coupled with lost revenue from a damaged reputation and demoralised workforce can ruin a company. Let's look at what you need to create a policy which can protect you and your business from bribery and corruption law fines. What is an anti-corruption policy? As corruption is a broad term, it is when a business implements a policy which outlines how they will run in an honest and ethical manner. The policy will outline how employees of the business must act. It is in a professional, fair and with integrity in all business dealings and relationships. As bribery is one of the most common anti-corruption actions, it usually mostly tackles issues regarding this. What is an anti-bribery policy? An anti-bribery policy sets out rules and regulations for how your employees can handle potential bribes. Having adequate procedure lessens any risks corruption carries on a business. The policy should comply with the Anti-Bribery act of 2010 and its legislation. The act came into force on 1st July 2011 and covers the criminal law relating to bribery. It lays out the legal definition of bribery, which is the offering or accepting of any gift, loan, payment, reward or a business advantage for personal gain as an encouragement to do something which is dishonest, illegal or a breach of trust. Providing a policy for everyone in the company to follow helps prevent an individual from spoiling a company's reputation. They also prevent any moral or ethical issues from becoming matters for the court to get involved with. Failure to prevent bribery in the workplace will lead to fines from the government. Now you know why a policy is so important, you need to know what to include in an anti-bribery and corruption policy to ensure compliance. Establishing an Anti-Bribery Policy It is important that you make the severity of bribery ramifications clear in your anti-bribery policy. Employees must know that it counts as gross misconduct and is a sackable offence. Your anti-bribery policy should be appropriate to the level of risk your business faces. It should also apply strictly to all employees, partners, agents, consultants, contractors and any other people or bodies associated with the organisation. If you believe your business is at risk of bribery, an anti-bribery policy is essential to ensure you are legally protected. Peninsula's 24-hour employment law helpline can help you decide what needs to go into this policy. What to include in an anti-bribery and corruption policy First, a policy should show the negative effects of corruption in business. Second, it should help employees on how to identify corruption. One vital point for policies is to include the severity of accepting or offering a bribe. It should be clear that accepting bribes counts as gross misconduct and is a sackable offence. In certain cases, offences can lead to heavy fines or jail time, under the UK bribery act. Other important information in a bribery prevention policy is how to report potential bribes. This should include your company's whistle-blowing policy. You should ensure that there is no risk to the employee in the event of reporting any cases in your company. Try to establish anti-bribery and corruption due diligence. This can help instil anti-bribery procedures and help to protect your company. Bribery and corruption policy template Your company's policy should include evidence that it understands anti-bribery law. It should also clarify and enforce the understanding that your company has a zero-tolerance for bribes. An anti-bribery template should also detail who the policy applies to, showing that no one within the company is exempt. This will include guidance on how all employees can prevent corruption, regardless of their position. Other important things to feature in your template include: The difference between gifts and bribes with examples. Understanding types of corruption in business. Rules involved with avoiding or stopping conflicts of interest. Risks in failing to prevent corruption. Methods to regularly monitor and review your policy. Your approach to reducing and controlling the risks of bribery. Rules about agreeing to receive gifts, hospitality or donations. Guidance on how to conduct your business. Rules on avoiding or stopping conflicts of interest. A company's policy should outline how to properly conduct business. This can include how to handle contracts and how to interpret any offered hospitality. Knowing how to tackle corruption at every level of your company can be invaluable. It can prevent audits and fines. The UK Bribery Act 2010 addresses the anti-corruption legislation in detail. Need our help? Peninsula's 24/7 employee law hotline can provide help with questions about these policies. This includes simple anti-bribery policy templates and workplace corruption policies with contracts & documentation services. We, the Operating Board of Fremantle, recognise that corruption can have a detrimental effect on society by undermining the legal system and damaging social and economic development and free and fair competition. We are committed to carrying out our business in an honest and ethical manner which is reflected within our Values that form the foundation of our Group. We have a zero tolerance of bribery and corruption and we are committed to the following business principles:- To carry out our business fairly, honestly and transparently; To not make or receive bribes, or condone the offering of bribes on our behalf, so as to gain a business advantage; Avoid doing business with others who do not accept our principles and who may harm our reputation; Keep transparent and updated records; Make sure that everyone in our business knows and adheres to our principles; Keep our principles even when it becomes difficult. Fremantle is committed to the above principles and any breach by employees will result in disciplinary action being taken, up to and including termination of employment. Similarly, any third parties working for Fremantle, e.g. contractors, agents or suppliers, will have the business relationship reviewed and/or terminated if they act in breach of these principles. The Group has developed and implemented an anti-bribery programme to support our principles, including training for all relevant staff and freelancers and ensuring that our anti-corruption policies and procedures are embedded throughout the Group, accompanied by monitoring and review of the programme to ensure compliance.

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