



ANTI-BRIBERY AND CORRUPTION STATEMENT

Introduction

The Board of Management of Aberdeen College recognises that bribery and corruption has a detrimental effect on communities wherever they occur. Corrupt acts expose Aberdeen College and its employees to the risk of prosecution, fines and imprisonment, as well as endangering Aberdeen College's reputation. It is Aberdeen College's policy to comply with all anti-bribery and corruption laws.

With the introduction of the UK Bribery Act 2010, Aberdeen College has taken steps to introduce "adequate procedures" which are rigorously applied and reviewed to ensure that we are fully compliant with the provisions of the Bribery Act.

It is Aberdeen College's policy to maintain the highest level of ethical standards in the conduct of its business affairs and Aberdeen College has a zero tolerance of bribery and corruption.

Scope

Aberdeen College's zero tolerance of bribery and corruption applies to all Members, officers and employees as well as any agents, contractors, representatives or other parties acting on behalf of the College or any subsidiary, of which the College has effective control, in any country that we operate.

Aberdeen College expects our business partners, suppliers and contractors to act with integrity and without thought or actions involving bribery and/or corruption and will, where appropriate, include clauses to this effect in relevant contracts.

The Statement

The Board of Management of Aberdeen College prohibits:

the offering, the giving, the solicitation or the acceptance of any bribe, whether cash or other inducement

to or from

any person or company, wherever they are situated and whether they are a public official or body or private person or company

by

any individual employee, agent or other person or body acting on Aberdeen College's behalf

in order to

gain any commercial, contractual or regulatory advantage for Aberdeen College in a way which is unethical

or in order to

gain any personal advantage, financial or otherwise, for the individual or anyone connected with the individual.

This prohibits any inducement which results in a personal gain or advantage to the recipient or any person or body associated with them, and which is intended to influence them to take action which may not be solely in the interests of Aberdeen College or of the person or body employing them or whom they represent.

Expectations of Aberdeen College and Staff

The prevention, detection and reporting of bribery and corruption is the responsibility of all employees throughout Aberdeen College. Suitable channels of communication by which employees or others can report confidentially any suspicion of bribery will be maintained

The Principal has lead responsibility for policy implementation within Aberdeen College and this statement is signed by the Principal to demonstrate the Board of Management's commitment.

(signed) R Wallen
Principal and Chief Executive
Aberdeen College

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