

LOVEJOYS



Lovejoys Anti-Bribery Statement

Our commitment to preventing bribery

Lovejoys is committed to high standards of ethical conduct and integrity in our business activities, and we value our reputation for honest dealing and financial probity. Every employee acting on our behalf is responsible for maintaining our reputation and acting honestly and professionally.

We consider that bribery and corruption has a detrimental impact on business by undermining good governance and distorting free markets. We also recognise that any involvement in bribery will adversely affect our image and relationships of trust between our organisation and our customers.

We benefit from carrying out business in a transparent and ethical way and helping to ensure that there is honest, open and fair competition in the industry. Where there is a level playing field, we can lead the market through innovation and by maintaining our reputation and standing by continuing to deliver a high level of customer service and quality of product to our customers.

Lovejoys does not tolerate any form of bribery, whether direct or indirect, by, or of, our employees, officers, agents or consultants or any persons or companies acting for or on our behalf. The board of directors and senior management are committed to implementing and enforcing effective systems throughout our organisation to prevent, monitor and eliminate bribery in accordance with the Bribery Act 2010.

Anti-Bribery Policy

We provide an anti-bribery policy outlining our position on preventing and prohibiting bribery. The anti-bribery policy applies to all employees as well as consultants and contractors. All employees and other individuals acting for our organisation are required to familiarise themselves and comply with our anti-bribery policy.

A bribe is a financial advantage or other reward that is offered to, given to, or received by an individual or company, whether directly or indirectly, to induce or influence that individual to perform their duties improperly.

Employees and others acting for or on our behalf are strictly prohibited from making, soliciting or receiving any bribes or unauthorised payments.

As part of our anti-bribery policy, we are committed to transparent, proportionate, reasonable and bona fide hospitality and promotional expenditure. We will authorise only reasonable, appropriate and proportionate business hospitality and promotional expenditure. Examples would include: appropriate hospitality, gifts at shows, Christmas or other special occasions, resources to assist a customer or supplier facing an exceptional difficulty.

Such expenditure must be authorised in advance, in accordance with our anti-bribery policy.

Employee responsibility

The success of our organisation's anti-bribery measures depends on all employees, and those acting for us, playing their part in helping us detect and eradicate bribery.

Therefore, all employees and others acting for, or on behalf of, our organisation are encouraged to report any suspected bribery in accordance with the anti-bribery policy. We will support any individuals who make such a report, provided that it is made in good faith. Any suspicion of bribery can be reported confidentially to a company director.

Breaches of our Anti-Bribery Policy

A breach of our anti-bribery policy by an employee will be treated as grounds for disciplinary action, which may result in gross misconduct or summary dismissal. Employees and other individuals acting for our organisation should note that bribery is a criminal offence that may result in up to 10 years' imprisonment and/or an unlimited fine for the individual and an unlimited fine for our organisation.

We will not conduct business with service providers, agents or representatives that do not support our anti-bribery objectives. We reserve the right to terminate contractual arrangements with any third party acting for, or on behalf of, our organisation with immediate effect where there is evidence that they have committed acts of bribery.

Investigation of allegations

We will fully investigate any instances of alleged or suspected bribery involving employees, customers or suppliers in line with our anti-bribery policy.

We may also report any matter to the relevant authorities, including the Serious Fraud Office and the police. We will provide all necessary assistance to the relevant authorities in any subsequent prosecution.

Company approval and review

This statement is approved by:

Ben Mortimer Company Director

George Mortimer Company Director

Tracy Hillier Company Director

Date: 05/10/2023