

Handy Rubbish Anti-Bribery Policy



Company Number: 14314389

Trading Name: Handy Rubbish (AM ONE LONDON LTD)

Registered Office: Unit 19, 1–13 Adler Street, London, England, E1 1EG

Website: www.handyrubbish.co.uk

Date of Issue: 01 January 2025

Valid Until: 01 January 2030 (reviewed annually)

Introduction

Handy Rubbish is committed to the highest standards of **ethics, transparency, and business integrity**. Bribery and corruption are criminal offences that harm trust, damage reputation, and undermine fair competition.

This Anti-Bribery Policy sets out our **zero-tolerance approach** to bribery and corruption. It applies to all staff, contractors, suppliers, and partners, ensuring Handy Rubbish operates responsibly, lawfully, and with integrity.

Policy Statement

Handy Rubbish strictly prohibits:

- The offering, giving, soliciting, or accepting of bribes, whether financial or non-financial.
- Any inducement to or from individuals, companies, or public officials, in the UK or abroad.
- Improperly influencing business, contractual, or regulatory decisions.
- Seeking personal gain (financial or otherwise) for any employee, subcontractor, or associate through corrupt practices.

Any action that seeks to **unfairly influence decisions against the interests of Handy Rubbish, our customers, or stakeholders** will be treated as bribery and result in disciplinary action.

Hospitality and Gifts

Reasonable and proportionate hospitality or modest gifts are acceptable only if they are:

- Customary and appropriate in context.
- Not intended to improperly influence business outcomes.
- Fully declared and accurately recorded in compliance registers.

When in doubt, staff must consult a Director before proceeding.

Responsibilities

The prevention, detection, and reporting of bribery is a **shared responsibility**. Handy Rubbish commits to:

- Raising awareness and providing annual training on bribery risks.
- Encouraging staff and partners to remain vigilant and report concerns.
- Ensuring secure, confidential reporting channels are available.
- Investigating allegations promptly and cooperating with regulators.
- Applying proportionate sanctions, including termination of employment or contracts, where breaches are found.

All suspicions of bribery must be reported confidentially to a Director, who has overall responsibility for compliance with this policy.

Review & Validity

This policy is **effective from 01 January 2025** and remains **valid until 01 January 2030**. It will be **formally reviewed every year** to ensure its ongoing relevance, effectiveness, and compliance with UK legislation.

Signed:

Position: Managing Director

Handy Rubbish is a trading name of **AM ONE LONDON LIMITED** (Reg. No. 14314397).
Registered Office: Unit 19, 1–13 Adler Street, London, E1 1EG.