

ENGLAND ATHLETICS BOARD ZERO TOLERANCE TO BRIBERY

As a highly respected National Governing Body, England Athletics needs to ensure that it undertakes its operations in an open, transparent and honest way and be accountable for the actions of all persons who act on the Company's behalf.

England Athletics expects its Board, employees and all persons who act on its behalf to demonstrate honesty, integrity and fairness in all aspects of their activity, and exercise appropriate standards of professionalism and ethical conduct.

We also expect the same approach to doing business from persons associated with England Athletics and from our suppliers.

England Athletics **WILL NOT** tolerate bribery or corruption in any form and has a 'zero tolerance' approach to any such breach.

This means that England Athletics, its directors, employees or persons acting on its behalf will never seek, accept, or give a bribe, facilitation payment, offer or receive hospitality or gifts, or other improper payment as a reward for improper performance of a relevant function or activity.

We must also always ensure that we operate with appropriate transparency in all our business activities.

If you are in any doubt as to whether something is appropriate, ask yourself:

- How would your colleagues, family or another person view your conduct; or
- How you would feel if your conduct featured on the front page of a national newspaper.

If you are in any doubt as to whether something is right, always request advice and guidance and ensure that any interests you may have that are, or potentially are, in conflict with those of England Athletics are declared and resolved.

If you are uncomfortable or are concerned by the actions of others or feel that an attempt has been made to offer you a bribe, you should report the matter to an England Athletics Manager or if you are uncomfortable in doing so you can also raise your concerns using our whistle blowing procedure.

Approved by England Athletics Board: 19 May 2022