



## Anti-Bribery and Anti-Corruption Policy

July 2025

### Introduction

This policy outlines Residential Fire Safety Ltd.'s approach to preventing bribery and corruption, especially within the context of delivering fire safety e-learning courses. It serves as guidance for all those associated with our training programmes, helping them recognise improper conduct and understand their responsibilities.

### Commitment to Integrity

We conduct all business and educational activities ethically and transparently. Whether facilitating training, engaging with housing providers, or collaborating with clients, our zero-tolerance stance on bribery ensures that trust and professionalism remain central to our operations.

We comply fully with the UK Bribery Act 2010 and acknowledge that failure to meet these standards could result in serious legal and reputational consequences.

### Who Must Comply

This policy applies to:

- Employees and contractors delivering our courses
- Course authors, subject matter experts, and volunteers
- External partners, sponsors, and service providers
- Any individual or organisation acting on our behalf

Every third-party arrangement must include provisions that align with our anti-bribery standards.

### What Is Bribery?

Bribery involves offering, promising, giving, or receiving something valuable to influence a decision or outcome unfairly. This includes direct and indirect behaviour—whether through gifts, favours, or incentives.

Accepting or offering a bribe in relation to fire safety training, certification, or partnerships is strictly prohibited.



## Responsibilities

All individuals involved with Residential Fire Safety Ltd. must:

- Read and adhere to this policy
- Avoid participation in bribery of any kind
- Refuse improper gifts or inducements
- Seek advice if uncertain about any interactions or offers

Breaches may result in disciplinary action or termination of contract or association

## Our Promise of Support

We fully support those who report suspected bribery in good faith. No person will face adverse treatment for rejecting corrupt behaviour or raising a concern.

If you believe you've been treated unfairly due to this, please contact your manager or our compliance lead immediately.