

## Anti-Corruption Policy

**Purpose:**

The purpose of this Anti-Corruption Policy is to outline Worldwide International T/A Publiship's commitment to ethical business practices and compliance with anti-corruption laws in the United Kingdom. This policy aims to foster a culture of integrity, transparency, and accountability.

**Scope:**

This policy applies to all employees, contractors, agents, and any other individuals acting on behalf of Worldwide International T/A Publiship.

**Compliance with Laws:**

All employees must adhere to the UK Bribery Act and other relevant anti-corruption laws. Any violation may result in disciplinary action, including termination of employment and legal proceedings.

**Prohibited Activities:**

- a. Offering, giving, receiving, or soliciting bribes, kickbacks, or any form of improper advantage is strictly prohibited.
- b. Facilitating payments are not allowed, except where explicitly permitted under applicable laws.
- c. Engaging in corrupt practices, such as embezzlement, fraud, or money laundering, is strictly prohibited.

**Gifts and Hospitality:**

Employees must avoid situations where the acceptance of gifts, entertainment, or hospitality could compromise their judgment or create the appearance of impropriety. Any gifts or hospitality received must be reasonable, transparent, and reported to the company.

**Reporting:**

Employees are encouraged to report any suspected or observed instances of corruption promptly to the management team.

**Protection for Whistleblowers:**

Worldwide International T/A Publiship is committed to protecting individuals who report suspected corruption in good faith. Retaliation against whistleblowers is strictly prohibited.

**Training:**

Regular training sessions will be provided to employees to ensure awareness of anti-corruption laws, this policy, and Worldwide International T/A Publiship's commitment to ethical business practices.

**Record-Keeping:**

Worldwide International T/A Publiship will maintain accurate records related to anti-corruption compliance, including training records and reports of suspected corruption.

**Acknowledgment:**

All employees are required to acknowledge receipt and understanding of this policy.

Worldwide International Ltd T/A Publiship is committed to conducting business ethically and with integrity.

This policy will be reviewed annually or sooner if required due to changes in legislation or business needs. Any amendments will be communicated to employees in a timely manner.

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