

Our commitment to preventing bribery

At Ridge we are committed to applying the highest standards of ethical conduct and integrity in all our business dealings and relationships wherever we operate (in the UK or overseas). Our people and anyone working or acting on our behalf, is responsible for maintaining our reputation and acting honestly and professionally.

We carry out our business in a transparent and ethical way, to ensure that there is honest, open and fair competition across the industries and sectors in which we operate. We understand that transparent, fair conduct helps to foster deeper relationships of trust between Ridge and our external partners and clients. It is vital for our reputation and future growth.

We do not tolerate any form of bribery, whether direct or indirect, by, or of, our people or anyone working or acting on our behalf. We are committed to implementing and enforcing effective systems throughout our business to prevent, monitor and eliminate bribery, in accordance with the Bribery Act 2010.

Anti-bribery policy

We provide an anti-bribery policy on our company intranet, which outlines our position on preventing and prohibiting bribery. The anti-bribery policy applies to all of our people, as well as agency workers, consultants and contractors, and anyone working or acting on our behalf ('associated persons'), both in the UK and overseas. All of our people and associated persons are required to familiarise themselves and comply with our anti-bribery policy.

Bribery is the offering, promise of or acceptance of any incentive, gift or advantage for personal gain, corporate gain or a breach of trust, all of which go against our anti-bribery policy.

Our people and associated persons, are strictly prohibited from making, soliciting or receiving any bribes or unauthorised payments.

As part of our anti-bribery measures, we are committed to transparent, proportionate, reasonable and bona fide hospitality and promotional expenditure. Such expenditure must be authorised in advance, in accordance with the process set out in our anti-bribery and expenses policies.

Breaches of our anti-bribery policy

Any breach of our anti-bribery policy by an employee, will be addressed in line with our disciplinary policy. Our anti-bribery policy makes it clear 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 external suppliers, partners, agents or representatives ('third parties') that do not support our anti-bribery objectives. We reserve the right to terminate contractual arrangements with any third parties or associated persons with immediate effect where there is evidence that they have committed acts of bribery.

The success of our organisation's anti-bribery measures depends on all our people and associated persons playing their part in helping to detect and eradicate bribery. Therefore, individuals are encouraged to report any suspected bribery in accordance with the procedures set out in the anti-bribery policy. We will support any individuals who make such a report, provided that it is made in good faith.

Monitoring and review

The Executive Group will review compliance with this policy statement annually.

This policy statement does not form part of any employee's contract of employment or any contract with any third party and it may be amended at any time.

A handwritten signature in black ink, appearing to read "A O'Hickey", with a large, stylized flourish extending downwards and to the right.

Adrian O'Hickey
Senior Partner
1st July 2024