



# **Anti-Bribery & Corruption Policy**

**Mentalia Locums Ltd**

Mentalia Locums LTD

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Abacus House, 450 Warrington Rd, Culcheth, Warrington WA3 5QX

## **Policy Statement**

Mentalia Locums Ltd is committed to conducting business ethically, honestly and in compliance with the UK Bribery Act 2010. We operate a zero-tolerance approach to bribery and corruption in all business dealings and relationships.

This policy applies to all employees, contractors, associates and anyone acting on behalf of the company.

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## **What is Bribery?**

Bribery is offering, promising, giving, requesting or accepting a financial or other advantage to improperly influence a business decision or gain an unfair advantage.

This includes:

- Cash payments or kickbacks
  - Gifts or hospitality intended to influence decisions
  - Offering incentives to win business improperly
  - Accepting personal rewards in exchange for business decisions
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## **Our Commitments**

Mentalia Locums Ltd will:

- Never offer, promise or give a bribe to any person or organisation
  - Never request or accept a bribe or improper payment
  - Conduct business transparently and fairly
  - Keep accurate financial and business records
  - Comply with all relevant anti-bribery laws and regulations
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## **Gifts & Hospitality**

Reasonable and proportionate hospitality may be given or received where it is:

- Occasional and modest
- Transparent and appropriate
- Not intended to influence a business decision
- Compliant with client and legal requirements

Excessive or inappropriate gifts and hospitality must not be offered or accepted.

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### **Facilitation Payments**

Mentalia Locums does not permit facilitation payments (unofficial payments made to speed up routine processes).

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### **Conflicts of Interest**

All business decisions must be made in the best interests of the company and its clients. Any conflicts of interest must be declared immediately.

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### **Reporting Concerns**

Any suspected bribery or corruption must be reported to the Managing Director immediately. All concerns will be treated seriously and investigated appropriately.

No individual will suffer detriment for raising a genuine concern in good faith.

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### **Responsibility & Review**

The Managing Director is responsible for implementing and reviewing this policy. This policy will be reviewed annually.

Signed:

A handwritten signature in black ink, appearing to read 'R Coggins', written in a cursive style.

**Mr Richard Coggins**  
**Managing Director, Mentalia Locums Ltd**  
**Date: 20<sup>th</sup> January 2026**

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