



Alchemy Charitable Trust

Anti-Bribery, Anti-Corruption and the Prevention of the Misappropriation of Aid Statement

The Bribery Act 2010 is arguably the toughest anti-bribery regime in the world. The Act imposes criminal liability on individuals and organisations in the event that employees, subsidiaries, agents or consultants pay or accept bribes, in relation to the organisation's business anywhere in the world. It also imposes criminal liability on individuals and organisations who engage in corruption or the misappropriation of aid, in any form.

Alchemy Charitable Trust is fully committed to ensuring that the charity operates as an ethical organisation. Bribery, corruption or the misappropriation of aid in any form will not be tolerated. We expect our employees, stakeholders, members and partners to conduct activities in a fair, honest and ethical manner at all times.

Alchemy Charitable Trust prohibits the offering, the giving, the solicitation or the acceptance of any bribe, whether cash or other inducement.

- to or from any person or company, wherever they are situated and whether they are a public official or body or private person or company.
- by any individual employee, agent, member or other person or body acting on the charity's behalf.
- in order to gain any commercial, contractual or regulatory advantage for Alchemy Charitable Trust in a way which is unethical.
- or in order to gain any personal advantage, financial or otherwise, for the individual or anyone connected with the individual.

Decisions as to what is acceptable may not always be easy. If at any time you are in doubt as to whether a potential act constitutes bribery, the matter should be referred to a member of the Board of Trustees.

The prevention, detection and reporting of bribery, corruptions and misappropriation of aid is the responsibility of each individual working on behalf of Alchemy Charitable Trust. Alchemy Charitable Trust operates a zero-tolerance approach to any attempts at bribery or the misappropriation of aid by, or of, its employees and associated persons and encourages all such individuals to report any suspected activity to a member of the Board of Trustees. You will be fully supported if you make a report of suspected bribery or misappropriation of aid in good faith even if, following an investigation, there is no finding that it took place.



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In the event of any activity being suspected, Alchemy Charitable Trust will carry out a full investigation and if any activity is discovered, Alchemy Charitable Trust may invoke disciplinary procedures, which could result in a finding of gross misconduct and immediate dismissal.

If you have any concerns or queries in relation to this statement or your obligations, please make these known to a member of the Board of Trustees for advice.