



MORRISON CONSULTS

Morrison Consults Ltd- Anti-Bribery and Corruption Policy

Morrison Consults Ltd registered in England and Wales, at Companies House, Company Number 16740411, having its registered office address as 15B Beckett Close, London SW16 1AN.

Purpose

We prohibit bribery and corruption in all forms to maintain integrity, comply with the UK Bribery Act 2010, and uphold our reputation as a trusted advisor to entrepreneurs.

Scope

Applies to all employees, contractors, suppliers, clients, and partners worldwide.

Zero-Tolerance Rules

Prohibited Conduct Includes:

- Gifts/Hospitality: No cash, gifts, or entertainment intended to influence business decisions (e.g., offering laptops to potential clients for contract favours).
- Facilitation Payments: Illegal "speed money" to officials (even if locally common).
- Client/Partner Inducements**: Never accept or offer preferential treatment in exchange for referrals or funding access.
- False Reporting: Mis-recording payments (e.g., labelling bribes as "consultancy fees").

UK-Specific Red Flags:

- Requests for "introducer fees" from UK grant applicants.
- Third-party intermediaries demanding kickbacks for startup funding deals.

Risk-Specific Guidelines

- Client Onboarding: Due diligence on high-risk Clients (e.g., those operating in corruption-prone industries).
- Mentor/Partner Vetting: Reject partnerships with firms lacking anti-bribery policies.
- Sponsorships: No support for events/startups linked to politically exposed persons (PEPs).

Gifts & Hospitality Limits (UK SME Standard):

✓ Permitted: Occasional meals (<£50 pp), branded stationery.

✗ Banned: Luxury gifts, tickets to major events (e.g., Wimbledon).

Reporting & Enforcement

- Whistleblowing: Report suspicions anonymously via our Contact Portal to the Compliance Officer.
- Discipline: Violations = disciplinary action, termination, and potential legal reporting.
- Training: Annual mandatory training for all staff (certification tracked).

Responsibilities

Leadership: Monitor high-risk markets (e.g., emerging economies where clients operate).

Employees: Declare all gifts/hospitality monthly via the Morrison Consults Ltd Contact Form.

Finance Team: Audit expenses for red flags (e.g., duplicate invoices).

Policy Review:

Approved by: Monique Morrison, Founder & CEO

Date: 1st of July 2026

Annual update, next due 1st of July 2027