

Anti-Corruption Policy

Royal Greyhound (RG) has a robust code of conduct that explicitly addresses practices to prevent corruption, particularly bribery and is crucial for an organization's integrity.

1. **Bribery Definition and Prohibition:** What constitutes bribery? Offering, giving, receiving, or soliciting anything of value to influence an action or decision and is strictly prohibited.
2. **Compliance with Laws and Regulations:** We emphasize compliance with all local and international laws related to anti-corruption and bribery, including Singapore's Prevention of Corruption Act (PCA). RG's code of conduct aligns with these legal requirements.
3. **Responsibilities and Obligations:** It is the responsibility of employees, managers, and executives in upholding the organization's commitment to preventing bribery. It is their obligation to report any suspected or observed instances of bribery.
4. **Gifts, Entertainment, and Hospitality Policy:** RG has established guidelines regarding the offering and acceptance of gifts, entertainment, or hospitality. RG specifically emphasizes transparency and an approval process for the permissible value, frequency, and circumstances under which such offerings are acceptable.
5. **Conflict of Interest Management:** RG encourages employees to disclose any conflicts of interest and provide guidance on managing such situations fairly and ethically.
6. **Due Diligence in Business Relationships:** RG has established procedures for conducting due diligence on business partners, suppliers, and third parties to ensure they adhere to similar ethical standards. Its contracts contain clauses emphasizing a zero-tolerance policy towards bribery.
7. **Training and Awareness Programs:** Implementing regular training sessions and awareness programs on anti-corruption policies. Educating employees on the risks and consequences associated with bribery, providing examples and case studies if necessary.
8. **Reporting Mechanisms and Whistleblower Protection:** RG has set up confidential reporting channels and ensure protection for whistleblowers. Encouraging employees to report any suspected cases of bribery without fear of retaliation.
9. **Enforcement and Consequences:** The consequences for violating the anti-corruption policies may include disciplinary actions, termination, or legal consequences for individuals involved in bribery or corruption.
10. **Regular Review and Updates:** RG is regularly reviewing and updating the code of conduct to adapt to changing regulations, industry standards, or internal developments.
11. **Leadership Commitment:** RG has the commitment of top management to the principles outlined in the code of conduct. Their visible adherence to these standards sets the tone for the entire organization.

The code of conduct is easily accessible to all employees. Regular reinforcement through communication, training, and leadership actions helps embed a culture of integrity and compliance within the organization.