

PORT OF LONDON AUTHORITY ANTI BRIBERY POLICY

As the statutory harbour authority, licensing authority, owner and conservator of the tidal Thames riverbed, the Port of London Authority (PLA) applies the highest standards of ethical conduct and integrity in its business activities. Every employee and individual acting on the PLA's behalf is responsible for maintaining the PLA's reputation and for conducting company business honestly and professionally.

The PLA considers that bribery and corruption has a detrimental impact on business by undermining good governance and that it benefits from carrying out business in a transparent and ethical way by helping to ensure that there is honest, open, and fair competition. The PLA does not tolerate any form of bribery, whether direct or indirect, by, or of, its employees, officers, agents or consultants or any persons or companies acting for it or on its behalf. The board and senior management are committed to implementing and enforcing effective systems throughout the PLA to prevent, monitor and eliminate bribery, in accordance with the Bribery Act 2010.

The PLA has an anti-bribery policy outlining the PLA's position on preventing and prohibiting bribery. The anti-bribery policy applies to all employees, as well as agency workers, consultants, and contractors. A bribe is a financial advantage or other reward that is offered to, given to, or received by an individual or company (whether directly or indirectly) to induce or influence that individual or company to perform functions or duties improperly. Employees and others acting for or on behalf of the PLA are strictly prohibited from making, soliciting, or receiving any bribes or unauthorised payments.

A breach of the PLA's anti-bribery policy by an employee will be treated as grounds for disciplinary action, which could ultimately result in dismissal. Employees and other individuals acting for the PLA should note 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 the PLA.

The PLA does not conduct business with service providers, agents or representatives that do not support the PLA's anti-bribery objectives. The PLA reserves the right to terminate its contractual arrangements with any third parties acting for, or on behalf of, the PLA with immediate effect where there is evidence that they have committed acts of bribery.

The success of the PLA's anti-bribery measures depends on all employees, and those acting for the PLA, playing their part in helping to detect and eradicate bribery. Therefore, all employees and others acting for, or on behalf of, the PLA are encouraged to report any suspected bribery in accordance with the procedures set out in the anti-bribery policy. The PLA will support any individuals who make such a report, provided that it is made in good faith.

This statement was approved by the PLA Executive Committee in January 2024.

Robin Mortimer

Chief Executive

