

# Anti Bribery Policy

Chestnut Barn, Blackbirds Farm, Blackbirds Lane, Aldenham, WD25 8BS

www.christmas-creations.com • info@christmas-creations.com • t: 0203 411 1991 • f: 0203 411 1992



<b>Date of Last Review:</b>	January 2026
<b>Approval Authority:</b>	Director
<b>Review Frequency</b>	Annually
<b>Location:</b>	Internal File Storage System
<b>Date of Next Review:</b>	January 2027

## Overview

**Christmas Creations is committed to conducting business in an ethical and honest manner, and is committed to implementing and enforcing systems that ensure bribery is prevented. Christmas Creations has zero-tolerance for bribery and corrupt activities. Christmas Creations is committed to acting professionally, fairly, and with integrity in all business dealings and relationships, wherever in the country we operate.**

- Christmas Creations will constantly uphold all laws relating to anti-bribery and corruption in all the jurisdictions in which we operate. We are bound by the laws of the UK, including the Bribery Act 2010, in regards to our conduct both at home and abroad.
- Christmas Creations recognises that bribery and corruption are punishable by up to ten years of imprisonment and a fine. If our company is discovered to have taken part in corrupt activities, we may be subjected to an unlimited fine, be excluded from tendering for public contracts, and face serious damage to our reputation. It is with this in mind that we commit to preventing bribery and corruption in our business, and take our legal responsibilities seriously.
- This anti-bribery policy applies to all employees (whether temporary, fixed-term, or permanent), consultants, contractors, trainees, seconded staff, home workers, casual workers, agency staff, volunteers, interns, agents, sponsors, or any other person or persons associated with us (including third parties), or any of our subsidiaries or their employees, no matter where they are located (within or outside of the UK). The policy also applies to Officers, Trustees, Board, and/or Committee members at any level.
- Christmas Creations does not allow kickbacks to be made or accepted. We recognise that kickbacks are typically made in exchange for a business favour or advantage.
- Christmas Creations recognises that the practice of giving and receiving business gifts varies between countries, regions, cultures, and religions, so definitions of what is acceptable and not acceptable will inevitably differ for each.
- As good practice, gifts given and received should always be disclosed. Gifts from suppliers should always be disclosed.
- Christmas Creations will keep detailed and accurate financial records, and will have appropriate internal controls in place to act as evidence for all payments made. We will declare and keep a written record of the amount and reason for hospitality or gifts accepted and given, and understand that gifts and acts of hospitality are subject to managerial review.

The Director with overall responsibility for the implementation of this policy is Mr Alex Walters.

Signed:

Date: **21/01/26**

Mr Alex Walters  
**Director**