

Policy Booklet

Fraud and Corruption

Bauer Technologies is determined to maintain its reputation as a reputable company, which will not tolerate fraud, corruption or abuse of position for personal gain, wherever it may be found, in any area of its activities.

This statement shall apply to all employees who work for Bauer Technologies in any capacity (full time, part time, temporary or casual). The Managing Director is the 'responsible officer' and will take overall responsibility for the maintenance and operation of this policy.

All employees should play a key role in counter-fraud initiatives. The responsibility for providing a corporate framework within which counter-fraud arrangements will flourish and the promotion of an anti-fraud culture across the whole company rests with the directors and senior managers. This should provide a sound defence against the internal and external abuse of company funds &/or position.

Fraud is defined as "the intentional distortion of financial statements or other records by persons internal or external to the organisation which is carried out to conceal the misappropriation of assets or otherwise for gain.

Corruption is defined as the offering, giving soliciting or acceptance of an inducement or reward which may improperly influence the action of any person

Bauer Technologies expects that individuals and organisations (e.g. suppliers and contractors) that it deals with will act with integrity and without thought or actions involving fraud and corruption. We will include, as appropriate, clauses within our contracts about the consequences of any fraud, bribery or corruption and any evidence of such acts is likely to lead to the termination of contract and possibly prosecution.

We expect that employees at all levels will lead by example in ensuring adherence to legal requirements, contracts procedures, financial procedures, codes of conduct and best (professional) conduct.

Raising Concerns

Although this document refers specifically to fraud and corruption, it equally applies to any other act or omission which could reduce confidence in our company and the way we carry out our business. These acts or omissions may include things which are done 'outside of official duties' but which impact on the way the company is perceived or impacts on the relationship of trust between Bauer Technologies and the individual concerned. These acts might include, as examples, criminal acts such as theft of property, false accounting, obtaining by deception, computer crimes, bribery and corruption.

All employees can be exposed to pressures from outside influences to act in a particular way in a particular circumstance such as 'favouritism' regarding access to services and benefits. Our employees are an important element in our stance on fraud and corruption and they are encouraged to raise any concerns they may have on these issues through their immediate manager. In circumstances where the employee feels they cannot raise concerns with their immediate manager they should contact one of the Senior Management Team or the Managing Director.

Any concerns raised will be treated in confidence, properly investigated and dealt with fairly. Any abuse such as raising malicious allegations may be dealt with as a disciplinary matter.



Michael Jones
Managing Director
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