

Mandatory Policies	Date Issued:
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Sub Section: Anti - Corruption Policy	Page Number: 13

*Corruption – The abuse of entrusted power for private gain.

*Bribery - The offering, promising, giving, accepting or soliciting of money, gifts or other advantage as an inducement to do something that is illegal or a breach of trust in the course of carrying out an organization's activities.

*Facilitation payments - These are bribes and are usually small unofficial payments made to secure or expedite the performance of a routine or necessary action to which the payer of the facilitation payment has legal or other entitlement.

*Gifts and hospitality – These can range from small gifts (such as diaries) to expensive hospitality (tickets for major events, holidays etc.). Extravagant gifts and hospitality may be used to disguise bribes that are intended to induce improper behaviour.

*Solicitation – The act of a person asking, ordering or enticing someone else to commit bribery or another crime.

Source: The meaning of bribery and corruption shall have the same meaning as defined in the Anti-Corruption Act, No. 9 of 2023.

TISL adheres to a zero-tolerance policy on bribery and corruption in our work with all institutions and requires its staff to carry out functions in the same manner, upholding transparency and integrity. The employees shall at all times comply with and take reasonable measures to ensure that them, service providers, agents and other third parties subject to their control and influence, comply with the principles specified hereunder:

1. The Staff shall not engage in bribery and corruption, in relation with a public official at the international, national or local level, whether these practices are engaged directly or indirectly, including through third parties, throughout the service period. This prohibition extends to the Service Provider, contractors, agents or other third parties subject to their control and influence.
2. The Staff shall undertake to ensure that the Service Provider, contractors, agents or other third parties, subject to their control and influence shall not engage in bribery and corruption throughout the period from submitting the quotation to TISL and throughout the contract period.
3. If any such Service Provider, contractors, agents or other third parties, subject to their control and influence engage in bribery and/or corruption, the services with TISL shall be null and void, with TISL retaining the right to retain any payments due to the Service Provider, contractors, agents or other third parties subject to their control and influence and to claim the payments made to such parties by TISL.

4. Submission of false information in relation to any required matter pertaining to anti-bribery and corruption specified in this document shall give TISL the right to terminate the services.
5. The Staff shall share with TISL any bribery and corruption convictions with service providers, agents or other third parties subject to their control and influence have undergone in the previous year ending on the date of sending the quotation.

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