

Anti-bribery & Anti-corruption Policy

At The Youth Group we believe that the relationships we create with each other will make us grow and learn. That's why we are open to new ways of working with less focus on the lethargic 9-5 working hours alongside an eased dress-code. This is true for us and our beliefs. The freedom this creates enables us to explore cutting-edge ideas. We love what we do and we really care about what's going on around us. We created the Anti-bribery and Anti-corruption Policy to ensure our healthy culture can be shared and maintained and to give you a glimpse into the inner policies which fuels the growth we have.

We operate The Youth Group with kindness and honesty. We do not tolerate any form of bribery or corruption and do not accept or give kickbacks. As we work with youth, we must make sure every decision is made with young people's interest in mind. We also believe that we need to set an example and do things right and in order with law, to keep the trust of young people and companies we work with.

We make sure we protect our employees: if anyone raises a concern about bribery or corruption within The Youth Group,

they will be protected in consonance with our Speak Up policy. We engage everyone to let us know if they have any concerns.

We do not create partnerships with enterprises that are involved in any bribery or corruption.

Nobody working for The Youth Group is making donations to any political parties on our behalf.

We maintain a gifts and hospitality register and make sure that we only accept gifts that are:

- addressed to the company name and are appropriate to the occasion
- not cash or cash equivalents
- given openly
- given without intention of receiving any business advantage in return in compliance with local law

We make sure any personal relationships within The Youth Group or between any member of TYG and enterprises do not influence our professional relationships. The most important issue for us is to provide the best services and support for youth and all the decisions are made in line with that.

