



Public Policy Statement

At KAPPA Training and Consulting Services Limited, it is our policy to conduct all of our business in an honest and ethical manner. We condemn bribery and corruption in all of its forms and enforce a zero-tolerance approach in relation to it. We are committed to acting professionally, fairly and with integrity in our business and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.

We have a presence in various locations across the world and we will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. However, as our service and sales division is a UK company we remain bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad.

At KAPPA, transparency and fairness come first. That is why we included a whistleblowing policy as part of our compliance procedures that lets any employee raise concerns anonymously without threat of reprisal, should they suspect any wrongdoing within our organisation.

Our financial control mechanisms are designed to ensure that payments and revenues are processed in a transparent manner.

All of our staff, at every level, including directors, have been made aware of and received training on our compliance procedures and we will regularly continue in our efforts to raise staff awareness on our own policies and the law.

If we find that someone has failed to comply with any part of our compliance procedures, we will take disciplinary action immediately. At KAPPA we will simply not tolerate corruption within our business or indeed within the businesses of those we work with.

Olivier Houzé
CEO