Inner Compass
THERAPEUTIC SERVICES LTD

ANTI-BRIBERY STATEMENT/POLICY

APRIL 2026

SAM LEWIS, MA
INNER COMPASS THERAPEUTIC SERVICES LTD

Purpose
Inner Compass Therapeutic Services Ltd are committed to conducting therapeutic practice with integrity, transparency, and professionalism. This Anti-Bribery Policy/Statement sets out our zero-tolerance approach to bribery and corruption and applies to all individuals who carry out work on behalf of Inner Compass Therapeutic Services Ltd, including associate therapists, contractors, and anyone providing services connected to the business.

Commitment to the Bribery Act 2010
Inner Compass Therapeutic Services comply with the requirements of the UK Bribery Act 2010, which makes it an offence to offer, promise, give, request, or accept a bribe. As a limited company, Inner Compass Therapeutic Services Ltd recognise that they may be held responsible for the actions of "associated persons", including associate therapists. Inner Compass Therapeutic Services therefore expect all individuals working with or for, to uphold the highest standards of ethical behaviour.

Zero-Tolerance Approach
Bribery in any form is strictly prohibited. This includes:

- Offering or accepting gifts, payments, or favours intended to improperly influence a decision
- Providing incentives to secure referrals or client bookings
- Requesting or accepting any advantage that could compromise professional judgement
- Any behaviour that could be perceived as an attempt to gain an unfair commercial benefit

Expectations of Associate Therapists and Contractors
All associates must:

- Act honestly and ethically at all times
- Avoid any activity that could be seen as bribery or corruption
- Report any concerns or suspected breaches immediately
- Decline any gifts or hospitality that could influence, or appear to influence, clinical or business decisions

Gifts and Hospitality
Low-value, infrequent, and appropriate tokens of appreciation (such as a thank-you card or small gift from a client) may be acceptable. Anything that could influence professional judgement or create a conflict of interest must be refused.

Reporting Concerns
Any associate or contractor who becomes aware of potential bribery must raise the concern promptly. Reports will be taken seriously and handled sensitively. No individual will face retaliation for reporting a concern in good faith.

Review and Responsibility
Inner Compass Therapeutic Services Ltd take responsibility for maintaining this statement and reviewing it periodically to ensure it remains appropriate for the size and nature of the practice. All associates are expected to read, understand, and

comply with this statement as a condition of working with Inner Compass Therapeutic Services Ltd.

Written by: Sam Lewis

Date: 1st April 2026
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