



Mabey Bridge

A major engineering organization specializing in steel bridging and fabrication, Mabey Bridge Limited was recently applauded by the director of the Serious Fraud Office as “leading the way in implementing controls and procedures to ensure it is able to trade ethically in high risk jurisdictions”.

As part of a private family-owned group of companies, Mabey Bridge has an annual turnover of approximately £80 million,

employing in excess of 550 employees in Chepstow, South Wales, Lydney, Gloucestershire and two international offices in Sri Lanka and the Philippines.

Mabey Bridge operates out of two divisions. The UK division supplies, paints and erects steelwork for bridges, wind turbine towers and other heavy structures in the UK and Eire. The international division markets the company’s range of pre-engineered modular steel panel bridge systems worldwide.



Peter Lloyd
Chairman of Mabey Bridge



Reason for interest in BS 10500

- Mabey Bridge exports products to numerous medium and high corruption risk territories. The shareholders, board and management of Mabey Bridge are determined to ensure that the company has adequate procedures in place so that it does not get involved in any corrupt transactions.
- Mabey Bridge has for several years had in place what it believes to be an international best practice anti-corruption compliance programme. The company's interest in BS 10500 is, therefore, not to help it implement a programme, but to measure its own programme against BS 10500 to ascertain whether any further improvements can be made to it. The company is also interested in obtaining certification to BS 10500, so as to provide independent assurance to its board and clients that it has implemented a best practice programme.

Assessment of Mabey Bridge's anti-corruption programme against BS 10500

Mabey Bridge's Director of Compliance, Compliance Officer and Safety, Health, Environment and Quality (SHEQ) Manager discussed each BS 10500 requirement with a BSI appointed consultant, and compared the company's policies with the BS 10500 requirements. The assessment found that Mabey Bridge was fundamentally compliant with BS 10500.

Mabey Bridge has in place a detailed anti-corruption policy, which has been communicated to its employees, clients and supply chain. It is posted on the company's web-site. The company's board and senior management actively lead the implementation of this policy. A combination of on-line and in-person training is provided to relevant employees.

The company has put in place a Business Ethics Committee (BEC) comprising the Finance Director, the International Director and the Director of Compliance. The BEC meets once a month, with meetings in the interim if needed. Approval of the BEC is required for all decisions in relation to which there is a potential corruption risk (such as the appointment of representatives and distributors, tendering for projects in medium or high corruption risk territories, and payments to representatives).

The Director of Compliance, assisted by the Compliance Officer, is responsible for ensuring that the company effectively implements the company's anti-corruption policies and procedures.

Mabey Bridge has sophisticated risk assessment and due diligence procedures in place which need to be undertaken prior to the appointment of representatives, distributors, suppliers and sub-contractors. Financial controls vet payments to minimise the risk of any corrupt transaction.

Controls are in place in relation to gifts and hospitality, and facilitation payments are prohibited.

A whistle-blowing system is in place, and is widely publicized to employees and other relevant parties. Any report would trigger a referral to the BEC and an investigation by the company.

The company has detailed records of its anti-corruption programme and any compliance issues which arise. Records include matters such as the steps taken to implement the anti-corruption programme, training provided, gifts and hospitality given and received, due diligence conducted and the justifications for the selected method of carrying out business in high risk countries.

"From the assessment, Mabey Bridge learnt that it was already compliant with the Standard in many areas and by enhancing its policies as necessary, the Company was able to gain assurance that its existing procedures were equivalent to international best practice."

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Learning

From the assessment, Mabey Bridge learnt that it was already fundamentally compliant with BS 10500, with no major issues being identified. However, several minor improvements were identified, which Mabey Bridge is implementing. These include some adjustment to the wording of the anti-corruption policy to make it more specific, and the preparation of a management process document which records in one place all the various elements of the anti-corruption programme.

Benefits of the standard

Mabey Bridge believes that BS 10500 provides a very clear articulation of international best practice for anti-corruption compliance. By measuring its own programme against BS 10500, and by enhancing its own systems as necessary, Mabey Bridge was able to gain assurance that its own procedures were equivalent to international best practice.

The standard's clarity and scalability proved useful for a company of Mabey Bridge's size and the risks that it faces. The way in which

BS 10500 is written so as to be similar in approach to other well known management systems standards (9001, 14001 and 18001) makes the standard easy to understand and measure against.

Mabey Bridge believes that there is a positive marketing and business advantage to obtaining independent certification of its compliance with BS 10500, as it will provide recognition of the company's commitment to the highest standards of ethical conduct. The company is in the process of gaining certification of BS 10500 compliance through Lloyd's Register Quality Assurance (LRQA).

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About BS 10500: 2011 Specification for an Anti-bribery Management System

In November 2011, BSI Standards published BS 10500: Specification for an Anti-bribery Management System.

BS 10500 is intended to help an organization to implement an effective anti-bribery management system. It can be used both in the UK and internationally. The requirements of UK law and internationally recognized good practice are taken into account. It is applicable to small, medium and large organisations in the public, private and voluntary sectors.

In order to comply with BS 10500, an organisation must implement a series of management measures, including the adoption and communication of an anti-bribery policy, training and guidance for employees, appointing a compliance manager, undertaking risk assessment and due diligence, controlling gifts and hospitality, implementing effective procurement, commercial and financial controls, and instituting reporting and investigation procedures.

Compliance with BS 10500 cannot provide assurance that no bribery has occurred or will take place in relation to an organization. However, the standard can help establish that the organization has implemented reasonable and proportionate measures designed to prevent bribery.

Well-managed ethical organisations are likely to implement anti-bribery management systems in their organisations in the same way that they would implement quality, environmental and safety management systems.

Organisations can use BS 10500 to measure and self-declare their compliance with anti-bribery best practice. In addition, they may obtain independent certification of their compliance with the standard, just as they do for ISO 9001, ISO 14001, and OHSAS 18001.

The cost of implementing an anti-bribery management system which is compliant with BS 10500 is likely to be minimal when compared to the loss and damage which could be suffered by an organisation which gets involved in corruption.

To obtain a copy of BS 10500, please visit:

<http://shop.bsigroup.com/BS10500>

About BSI Standards

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- BS 25999-1 for business continuity management
- BS ISO/IEC 27001 for information security management
- BS EN ISO 9001 for quality management
- BS EN ISO 14001 for environmental management
- BS OHSAS 18001 for occupational health and safety management.

For further information, please visit:

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- Second and third-party management systems assessment and certification
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