



Maritime Anti-Corruption Network (MACN)

Anti-Corruption Principles

Purpose

The Maritime Anti-corruption Network (MACN) is comprised of like-minded companies dedicated to promoting compliance with anti-corruption laws and committed to the elimination of corrupt practices. To this end, MACN members will work to implement the following anti-corruption principles. These principles should be a part of each Member's overall compliance program.

The Seven Principles:

Compliance program requirements

- Members should create and maintain an anti-corruption compliance program that reflects and is designed to address the risks pertinent to the company's business.
- Senior management and/or the Board of each Member should give explicit and visible support to the anti-corruption compliance program.
- Members should confer responsibility for the anti-corruption compliance program on trustworthy officers who are sufficiently independent and empowered to fully implement the program.

Risk assessment

- Members should assess external and internal corruption risks on a regular basis and document their findings.

Proportionate procedures

- Members should have clearly articulated policies and procedures that comply in full with the laws which apply to them and, as a minimum, prohibit all forms of corruption and give specific guidance on facilitation payments with the ultimate aim of their elimination.
- The policies and procedures should be proportionate to the risks faced by the various parts of each Member, as well as the nature, scale and complexity of the organisation's activities, and should apply to all employees as well as third parties that act on behalf of the Member.



Training & communication

- Awareness of policies and procedures should be reinforced through communications and training to employees and, where appropriate, third parties. A record should be kept of all training provided.

Monitoring & internal controls

- The anti-corruption compliance program should include features designed to prevent and detect incidents of bribery, facilitation payments and other forms of corruption through appropriate monitoring and auditing protocols.
- Internal controls should be implemented to protect the integrity of financial and accounting procedures such that the company keeps fair and accurate books, records and accounts.
- The program itself should be audited regularly and improved or updated as necessary.

Due diligence

- Members should conduct risk-based due diligence on counterparties as well as in respect of the hiring and oversight of third parties and business partners. The due diligence should include an anti-bribery commitment from third parties.

Reporting, discipline & incentives

- Members should provide employees with access to methods for asking questions and/or reporting concerns. Those asking questions or reporting concerns in good faith should be able to do so without fear of retribution.
- Members should investigate credible reports of improper behavior and should implement appropriate corrective actions when necessary.
- Compliance with the anti-corruption compliance program should be encouraged through incentives for proper behavior and, where necessary and appropriate, enforced through discipline for improper behavior.



Annex

The following table provides references and context to members as to where the MACN Principles have been derived:

<i>Category</i>	<i>Description</i>	<i>Reference</i>
Compliance program requirements	<ul style="list-style-type: none"> Members should create and maintain an anti-corruption compliance program that reflects and is designed to address the risks pertinent to the company's business. Senior management and/or the Board of each Member should give explicit and visible support to the anti-corruption compliance program. Members should confer responsibility for the anti-corruption compliance program on trustworthy corporate officers who are sufficiently independent and empowered to fully implement the program. 	<p>Top level commitment (Bribery Act, USSG and OECD)</p> <p>Organizational oversight & due care in delegating authority (both USSG)</p> <p>Independence & empowerment of CCO (OECD)</p>
Risk assessment	<ul style="list-style-type: none"> Members should assess external and internal corruption risks on a regular basis and document their findings. 	Bribery Act, OECD, USSG
Proportionate policy & procedures	<ul style="list-style-type: none"> Members should have clearly articulated policies and procedures that comply in full with the laws which apply to them and, as a minimum, prohibit all forms of corruption and give specific guidance on facilitation payments with the ultimate aim of their elimination. The policies and procedures should be proportionate to the risks faced by the various parts of each Member, as well as the nature, scale and complexity of the organisation's activities, and should apply to all employees as well as third parties that act on behalf of the Member. 	<p>Proportionality (Bribery Act)</p> <p>Policy & procedures (OECD, USSG)</p> <p>Applicability of policy (OECD)</p>
Training & communication	<ul style="list-style-type: none"> Awareness of policies and procedures should be reinforced through communications and training to employees and, where appropriate, third parties. A record should be kept of all training provided. 	Bribery Act, OECD, USSG
Monitoring & internal controls	<ul style="list-style-type: none"> The anti-corruption compliance program should include features designed to prevent and detect incidents of bribery, facilitation payments and other forms of corruption through appropriate monitoring and auditing protocols. Internal controls should be implemented to promote the keeping of fair and accurate books, records and accounts. The program itself should be audited regularly and improved or updated as necessary. 	<p>Detection (OECD)</p> <p>Monitoring & review (Bribery Act & USSG)</p>
Due diligence	<ul style="list-style-type: none"> Members should conduct risk-based due diligence on counterparties as well as in respect of the hiring and oversight of third parties and business partners. The due diligence should include an anti-bribery commitment from third parties. 	<p>Due diligence (Bribery Act & OECD)</p> <p>Due care in delegation of authority (USSG)</p>
Reporting, discipline & incentives	<ul style="list-style-type: none"> Members should provide employees with access to methods for asking questions and/or reporting concerns. Those asking questions or reporting concerns in good faith should be able to do so without fear of retribution. Members should investigate credible reports of improper behavior and should implement appropriate corrective actions when necessary. Compliance with the anti-corruption compliance program should be enforced through incentives for proper behavior and, where necessary and appropriate, discipline for improper behavior. 	OECD, USSG