



## Anti-Bribery and Corruption Statement

*August 2013*

ICAP is committed to promoting ethical business practices across all of our business relationships.

**ICAP fully supports the requirements of the UK Bribery Act as well as similar legislation in all regions in which we conduct business. ICAP has implemented policies and procedures to ensure it is prepared, to the extent possible, to prevent and deter corrupt practices across our business relationships.**

All ICAP staff are trained so as to be aware of their responsibilities in respect Anti-Bribery and Corruption and they are empowered to act as a line of defence in the identification of any corrupt practices. ICAP has also introduced a global 'whistle-blowing' hotline.

ICAP maintains policies and procedures which assist its businesses in monitoring and preventing potential Bribery and Corruption and to deal with such practices appropriately if they are discovered.

ICAP endeavours to conduct its business in accordance with established best practice in each of the countries in which it operates. The Group aims to be a responsible employer and adopt values and standards designed to help guide our staff in their conduct and business relationships. The Group recognises its responsibility and integrity in meeting best practice benchmarks when interacting with its employees, investors, customers, suppliers, regulators and other stakeholders. ICAP expects to deal with these stakeholders in an open and co-operative way, ensuring full, transparent, fair, accurate, timely and understandable disclosure/public communication to encourage sustained and long-term mutually rewarding relationships. ICAP operates a Code of Ethics and Business Conduct policy, which is approved by the board and owned by the Group Chief Executive Officer.