Sanctions policy pdf

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EU sanctions do not target a country or population, but are always targeted at specific policies or activities, the means to conduct them and those responsible for the civilian population or for non-sanctioned activities or persons. They always form part of a wider. comprehensive policy approach involving political dialogue and complementary efforts. They are not punitive. EU sanctions are reviewed at regular intervals. The Council of the EU decides whether sanctions should be renewed, amended or lifted. All legal acts related to EU sanctions are published in the Official Journal of the EU. Restrictive measures imposed by the EU may target governments of third countries, or non-state entities (e.g. companies) and individuals (such as terrorists). For a majority of sanctions regimes, measures are targeted at individuals and entities and consist of asset freezes and travel bans. The EU can also adopt sectoral measures, such as economic and financial measures (e.g., import and export restrictions, restrictions, restrictions on banking services) or arms embargoes (prohibition on exporting goods set out in the EU. First, there are sanctions imposed by the UN which the EU transposes into EU law. Secondly, the EU may reinforce UN sanctions by applying stricter and additional measures (e.g. vis-à-vis DPRK). Finally, the EU may also decide to impose fully autonomous sanctions by applying stricter and additional measures (e.g. vis-à-vis DPRK). Finally, the EU may reinforce UN sanctions by applying stricter and additional measures (e.g. vis-à-vis DPRK). Finally, the EU may also decide to impose fully autonomous sanctions adopted by the EU are fully compliant with obligations under international law including those regarding the respect of human rights and fundamental freedoms. There are over 30 EU autonomous and UN transposed sanctions regimes in place globally. For example, sanctions have been imposed in light of the situation in e.g.: Syria (see details), Democratic Republic of Congo, Venezuela (see details), Libya, Russia and Ukraine (see details) as well as North Korea (see details). In addition, the EU has also adopted horizontal regimes targeting: terrorism, cyber-attacks, proliferation and the use of chemical weapons. For a full overview see the EU sanctions map EU sanctions apply within the jurisdiction (territory) of the EU; to EU nationals in any location; to companies and organisations incorporated under the law of a Member State - including branches of EU companies in third countries; on board aircraft or vessels under Member States of EU companies in third countries; on board aircraft or vessels under Member States of EU companies in third countries, European Free Trade Association and European Economic Area countries (e.g. Albania, Armenia, Bosnia and Herzegovina, Georgia, Iceland, Liechtenstein, Moldova, Montenegro, Norway, the Republic of North Macedonia, Serbia, Turkey and Ukraine) are systematically invited to align themselves with EU restrictive measures. Countries that have aligned with a Council Decision ensure that their national policies conform to the Council Decision in question. Implementation and enforcement of EU sanctions is primarily the responsibility of the EU Member States. The competent authorities in the Member States have to assess whether there has been a breach of the legislation and to take adequate steps. The European Commission has prepared guidance on how to implement the provisions concerning sectoral cooperation and exchanges with Russia (the "economic" sanctions), as well as guidance regarding Crimea and Sevastopol, Iran, North Korea and Syria. INTRODUCTION1.1 As a Company, we are committed to carrying on business in accordance with the highest ethical standards. This includes complying with all applicable trade sanctions regulations ("Sanctions Laws") in the countries in which we operate 1.2 The Company, the Board of Directors and its management are committed to complying with all laws. Any employee who violates the rules in this Policy or who permits anyone to violate those rules mat be subject to disciplinary action, up to and including dismissal and may be subject to personal civil or criminal fines. 1.3 If you have any questions about this Policy, you should contact the Chief Legal and Compliance Officer. POLICY STATEMENT ON SANCTIONS 2.1 It is the Company's policy to comply with all Sanctions Laws in our operations worldwide. To this end, the Company will comply with all economic and trade sanctions applicable to our business activities. 2.2 This Policy is intended to help employees and any third party acting on the Company's behalf to understand where breaches of Sanctions Laws might arise and to support them in making the right decisions in line with the corporate position as stated in this Policy. 2.3 No employee or third party shall suffer as a consequence of bringing to the attention of senior management or the Chief Legal and Compliance Officer, in good faith, a known or suspected breach of this Policy. WHO MUST COMPLY WITH THIS POLICY? 3.1 This policy applies to all persons working for us or any Group Company or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners, sponsors, or any other person associated with us, wherever located.WHO IS RESPONSIBLE FOR THE POLICY?4.1 The board of directors has overall responsibility for ensuring this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective.4.3 You are invited to comments, suggestions and queries should be addressed to the Chief Legal and Compliance Officer.WHAT ARE THE RISKS?5.1 Violations may lead to severe civil and/or criminal penalties against companies and individuals, including significant monetary fines, imprisonment, extradition, violations of Sanctions Laws can lead to damaging political consequences, including harm to reputation and commercial relationships, restrictions in the way we can do business and extensive time and cost in conducting internal investigations and/or defending against government investigations and/or defending against government investigations and/or defending against government investigations and enforcement actions. WHAT DO WE MEAN BY SANCTIONS? 6.1 Sanctions are the regulatory restrictions applicable to dealings with certain countries/territories, governments, groups, entities, individuals or controlled goods or services. The nature and extent of these restrictions on financial operations etc.) and it is important that all Company employees consult with the Chief Legal and Compliance Officer to understand the business implications. 6.2 The following are examples of countries/territories that are the subject of US economic trade sanctions at the date of this Policy: Balkans, Burundi, Central African Republic, Cuba, Democratic Republi North Korea, Somalia, Sudan, South Sudan, Syria, Ukraine/Russia, Venezuela, Yemen, and Zimbabwe. This list is not exhaustive and is subject to sanctions, and these are as listed on the US Treasury website (OFAC). WHICH SANCTIONS LAWS APPLY? 7.1 Given our presence in the US, UK and EU, we are required to comply with all Sanctions Laws. For example, an activity involving persons, companies or countries subject to sanctions in the US is still prohibited by the Policy even if that activity would be conducted entirely outside of the US. The Company's Policy is very simple in that we shall comply with Sanctions Laws in those countries in which we operate.RED FLAG REVIEW8.1 There are a number of issues which should cause us to conduct further investigation into whether a particular transaction or relationship may present a potential economic trade sanctions regulatory issue. 8.2 All employees shall look for any red flags or suspicions that may indicate the direct or indirect involvement of a restricted territory, restricted party, controlled item, service, end-use or any other sanctions compliance concern. 8.3 Examples of Red Flags to be reported include: (a) A lack of information; (b) Unusual invoicing requests;(c) Unusually favourable payment terms;(d) Any suspicion or evidence to suggest the possible involvement of a restricted territory or restric accordance with this Policy and report it to the Chief Legal and Compliance Officer shall:(a) Monitor economic trade sanctions regulations and update the business in the event of any material change;(b) Determine and approve controls to be followed in specific regions where applicable; (c) Provide legal advice and guidance on specific situations on request, including on resolution of issues and controls. EMPLOYEE RESPONSIBILITY10.1 All employees have the obligation to read and comply with this policy, to understand and identify any red flags that may arise and to escalate potential compliance concerns relating to sanctions to the Chief Legal and Compliance concerns relating to sanctions to the Chief Legal and Compliance concerns relating to sanctions to the Chief Legal and Compliance concerns relating to sanctions to the Chief Legal and Compliance concerns relating to sanctions. this policy may be subject to disciplinary action in addition to any other potential actions or penalties resulting from a breach. UPDATES, REVIEW AND OWNERSHIP OF THIS POLICY12.1 This policy is owned by the Chief Legal and Compliance Officer. It is subject to review and update from time to time and any updates shall be added to the Company Handbook and/or the Intranet.

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