

**Anti-bribery management systems –
Requirements with guidance for use**

DSS Stage

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National Foreword

This Seychelles Standard is an adoption of *ISO 37001:2025 — Anti-bribery management systems – Requirements with guidance for use*, published by the International Organization for Standardization (ISO).

This new adopted standard which has been technically revised, cancels and replaces ISO 37001:2016.

Being a common occurrence, bribery raises moral, social economic and political concerns as well as undermining good governance, obstructing development and warp competition. Among many other negative impacts bribery also creates obstacle to the relief of poverty, increases the cost of doing business hence increase in the cost of goods and services.

This adopted standard which reflects international good practice can be used everywhere by any type or size of an organization. It specifies policies, procedures and control in accordance to the bribery risks the organization faces with an annex that provides guidance on implementation of the requirements of ISO 9001.

The adoption of this international standard was proposed by Technical Committee for Management Systems Standards (TC8), and approved by the Seychelles Bureau of Standards to be published as a Seychelles Standard without technical deviation or language editing.

Whenever the words “International Standard” appear, referring to this standard, they should be read as Seychelles Standard”.

Seychelles Standards are drafted in accordance with the rules given in ISO/IEC Directives, Part 2.



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Contents

Page

Foreword	v
Introduction	viii
1 Scope	1
2 Normative references	1
3 Terms and definitions	1
4 Context of the organization	6
4.1 Understanding the organization and its context	6
4.2 Understanding the needs and expectations of interested parties	6
4.3 Determining the scope of the anti-bribery management system	7
4.4 Anti-bribery management system	7
4.5 Bribery risk assessment	7
5 Leadership	8
5.1 Leadership and commitment	8
5.1.1 Governing body	8
5.1.2 Top management	8
5.1.3 Anti-bribery culture	9
5.2 Anti-bribery policy	9
5.3 Roles, responsibilities and authorities	10
5.3.1 General	10
5.3.2 Anti-bribery function	10
5.3.3 Delegated decision-making	10
6 Planning	11
6.1 Actions to address risks and opportunities	11
6.2 Anti-bribery objectives and planning to achieve them	11
6.3 Planning of changes	12
7 Support	12
7.1 Resources	12
7.2 Competence	12
7.2.1 General	12
7.2.2 Employment process	12
7.3 Awareness	13
7.3.1 Awareness of personnel	13
7.3.2 Training for personnel	13
7.3.3 Training for business associates	14
7.3.4 Awareness and training programmes	14
7.4 Communication	14
7.5 Documented information	15
7.5.1 General	15
7.5.2 Creating and updating documented information	15
7.5.3 Control of documented information	15
8 Operation	16
8.1 Operational planning and control	16
8.2 Due diligence	16
8.3 Financial controls	16
8.4 Non-financial controls	16
8.5 Implementation of anti-bribery controls by controlled organizations and by business associates	17
8.6 Anti-bribery commitments	17
8.7 Gifts, hospitality, donations and similar benefits	18
8.8 Managing inadequacy of anti-bribery controls	18
8.9 Raising concerns	18
8.10 Investigating and dealing with bribery	18

ISO 37001:2025(en)
(Published in Seychelles in 2026)

9	Performance evaluation	19
9.1	Monitoring, measurement, analysis and evaluation	19
9.2	Internal audit	19
9.2.1	General	19
9.2.2	Internal audit programme	20
9.2.3	Audit procedures, controls and systems	20
9.2.4	Objectivity and impartiality	20
9.3	Management review	20
9.3.1	General	20
9.3.2	Management review inputs	21
9.3.3	Management review results	21
9.4	Review by anti-bribery function	21
10	Improvement	22
10.1	Continual improvement	22
10.2	Nonconformity and corrective action	22
Annex A (informative) Guidance on the use of this document		23
Bibliography		46

Foreword

ISO (the International Organization for Standardization) is a worldwide federation of national standards bodies (ISO member bodies). The work of preparing International Standards is normally carried out through ISO technical committees. Each member body interested in a subject for which a technical committee has been established has the right to be represented on that committee. International organizations, governmental and non-governmental, in liaison with ISO, also take part in the work. ISO collaborates closely with the International Electrotechnical Commission (IEC) on all matters of electrotechnical standardization.

The procedures used to develop this document and those intended for its further maintenance are described in the ISO/IEC Directives, Part 1. In particular, the different approval criteria needed for the different types of ISO document should be noted. This document was drafted in accordance with the editorial rules of the ISO/IEC Directives, Part 2 (see www.iso.org/directives).

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This document was prepared by Technical Committee ISO/TC 309, *Governance of organizations*.

This second edition cancels and replaces the first edition (ISO 37001:2016), which has been technically revised. It also incorporates the Amendment ISO 37001:2016/Amd 1:2024.

The main changes are as follows:

- subclauses were added on climate change and stressing the importance of the compliance culture;
- conflicts of interest were addressed;
- the concept of the anti-bribery function was clarified;
- the wording was harmonized with other standards where appropriate and reasonable;
- the latest harmonized structure was introduced.

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Any feedback or questions on this document should be directed to the user's national standards body. A complete listing of these bodies can be found at www.iso.org/members.html.

Introduction

Bribery is a widespread phenomenon. It raises serious social, moral, economic and political concerns, undermines good governance, hinders development and distorts competition. It erodes justice, undermines human rights and is an obstacle to the relief of poverty. It also increases the cost of doing business, introduces uncertainties into commercial transactions, increases the cost of goods and services, diminishes the quality of products and services, which can lead to loss of life and property, destroys trust in institutions and interferes with the fair and efficient operation of markets.

Governments have made progress in addressing bribery through international agreements such as the Organization for Economic Co-operation and Development Convention on Combating Bribery of Foreign Public Officials in International Business Transactions^[19] and the United Nations Convention against Corruption^[18] and through their national laws. In most jurisdictions, it is an offence for individuals to engage in bribery and there is a growing trend to make organizations, as well as individuals, liable for bribery.

However, the law alone is not sufficient to solve this problem. Organizations have a responsibility to proactively contribute to combating bribery. This can be achieved by an anti-bribery management system, which this document is intended to provide, and through leadership commitment to establishing a culture of integrity, transparency, openness and compliance. The nature of an organization's culture is critical to the success or failure of an anti-bribery management system.

A well-managed organization is expected to have a compliance policy supported by appropriate management systems to assist it in complying with its legal obligations and commitment to integrity. An anti-bribery policy is a component of an overall compliance policy. The anti-bribery policy and supporting management system help an organization to avoid or mitigate the costs, risks and damage of involvement in bribery, to promote trust and confidence in business dealings and to enhance its reputation.

This document reflects international good practice and can be used in all jurisdictions. It is applicable to small, medium and large organizations in all sectors, including public, private and not-for-profit sectors. The bribery risks facing an organization vary according to factors such as the size of the organization, the locations and sectors in which the organization operates, and the nature, scale and complexity of the organization's activities. This document specifies the implementation by the organization of policies, procedures and controls which are reasonable and proportionate according to the bribery risks the organization faces. [Annex A](#) provides guidance on implementing the requirements of this document.

Conformity with this document cannot provide assurance that no bribery has occurred or will occur in relation to the organization, as it is not possible to completely eliminate the risk of bribery. However, this document can help the organization implement reasonable and proportionate measures designed to prevent, detect and respond to bribery.

This document can be used in conjunction with other management system standards (e.g. ISO 9001, ISO 14001, ISO/IEC 27001, ISO 37301 and ISO 37002) and management standards (e.g. ISO 26000 and ISO 31000).

Guidance for the governance of organizations is specified in ISO 37000 and requirements for a general compliance management system are specified in ISO 37301.

Anti-bribery management systems — Requirements with guidance for use

1 Scope

This document specifies requirements and provides guidance for establishing, implementing, maintaining, reviewing and improving an anti-bribery management system. The system can be stand-alone or can be integrated into an overall management system. This document addresses the following in relation to the organization's activities:

- bribery in the public, private and not-for-profit sectors;
- bribery by the organization;
- bribery by the organization's personnel acting on the organization's behalf or for its benefit;
- bribery by the organization's business associates acting on the organization's behalf or for its benefit;
- bribery of the organization;
- bribery of the organization's personnel in relation to the organization's activities;
- bribery of the organization's business associates in relation to the organization's activities;
- direct and indirect bribery (e.g. a bribe offered or accepted through or by a third party).

This document is applicable only to bribery. It sets out requirements and provides guidance for a management system designed to help an organization to prevent, detect and respond to bribery and comply with anti-bribery laws and voluntary commitments applicable to its activities.

The requirements of this document are generic and are intended to be applicable to all organizations (or parts of an organization), regardless of type, size and nature of activity, and whether in the public, private or not-for-profit sectors. The extent of application of these requirements depends on the factors specified in [4.1](#), [4.2](#) and [4.5](#).

NOTE 1 See [Clause A.2](#) for guidance.

NOTE 2 The measures necessary to prevent, detect and mitigate the risk of bribery by the organization can be different from the measures used to prevent, detect and respond to bribery of the organization (or its personnel or business associates acting on the organization's behalf). See [A.8](#) for guidance.



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