

[Company Letterhead]

Date: [Insert Date]

To: [Client Name/Company Name]
[Client Address]

Subject: Anti-Bribery and Anti-Corruption Commitment Letter

Dear [Contact Person Name],

In connection with the executive search services provided by [Search Firm Name] (the "Firm") to [Client Name] (the "Client"), we hereby formally state our commitment to the highest standards of integrity and ethical conduct.

The Firm represents and warrants that:

- **Compliance with Laws:** We shall comply with all applicable anti-bribery and anti-corruption laws, including but not limited to the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act 2010.
- **No Improper Payments:** Neither the Firm nor any of its employees, agents, or representatives have offered, promised, given, or authorized-and will not offer, promise, give, or authorize-any financial or other advantage, bribe, kickback, or illegal inducement to any person, including government officials or private sector employees, to influence any act or decision.
- **Candidate Vetting:** In the course of identifying and recommending candidates, the Firm will ensure that no prohibited payments are made to facilitate introductions or secure placements.
- **Internal Controls:** The Firm maintains robust internal policies and procedures designed to prevent bribery and ensure accurate record-keeping for all financial transactions related to the services provided.
- **Reporting:** The Firm agrees to notify the Client immediately if it becomes aware of any breach, or suspected breach, of this commitment or any applicable anti-corruption laws during the term of our engagement.

This commitment is binding upon the Firm and its subsidiaries and affiliates.

Sincerely,

[Signature]
[Name of Authorized Representative]
[Title]
[Search Firm Name]