

Screening of policies in accordance with Section 75 of the Northern Ireland Act 1998

Outcome of policies screened during the period: **April 2023 to June 2023**

The following policies have been screened under the Authorities equality procedures:

| <b>Policy Title</b>           | <b>Policy Aim</b>   | <b>Description</b>   | <b>Screening Outcome</b>           |
|-------------------------------|---|--|------------------------------------|
| Commissioners Expenses Policy | It is LPHC's policy to reimburse Commissioners for reasonable out-of-pocket expenses wholly, exclusively, necessarily and actually incurred on the lawful business of the Organisation. The purpose of this policy is to detail the expenses that LPHC Board Members are entitled to claim and the process for authorisation and reimbursement. | This policy sets out the process for authorisation and reimbursement of Commissioners' expenses. | Screened out – without mitigation. |
| Expenses Policy               | It is LPHC's policy to reimburse Staff for reasonable out-of-pocket expenses wholly, exclusively, necessarily and actually incurred on the lawful business of the Organisation. Staff should be neither financially advantaged nor disadvantaged as a result of incurring genuine business expenses.  | This policy sets out the process for authorisation and reimbursement of staff expenses.          | Screened out – without mitigation. |

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|---|--|--|------------------------------------|
| Anti-bribery Policy                                     | This Policy sets out the Port's position on any form of bribery and corruption and provides guidelines aimed at ensuring compliance with anti-bribery laws, rules and regulations within the UK.   | This policy sets out suitable and secure reporting and communication channels and ensuring that any information that is reported is properly and effectively dealt with. | Screened out – without mitigation. |
| Raising Concern Policy (formerly Whistleblowing Policy) | LPHC is committed to conducting its business with honesty and integrity and expects all staff to maintain high standards. The aim of this policy is to reassure staff that it is safe and acceptable to speak up about suspected malpractice   | This policy sets out the guidance and support as to how to raise any concerns.   | Screened out – without mitigation. |
| Corporate Gifts Policy                                  | The Port's aim is always to ensure customer and client satisfaction. Occasionally, satisfied customers, clients or other third parties may seek to reward employees with gifts or corporate hospitality. The purpose of this policy is to set out what gifts are acceptable and the reporting mechanism for all gifts. | This policy sets out the disclosure requirements and form that is required to be completed.  | Screened out – without mitigation. |

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