

4.23 ANTI MONEY LAUNDERING POLICIES

1 INTRODUCTION

- 1.1 Virtus is committed to ethical standards of business conduct and adopts a zero-tolerance approach to financial misconduct, including money laundering. We will uphold legislation for countering money laundering, including, The Proceeds of Crime Act 2002 (as amended by the Crime and Courts Act 2013 and the Serious Crime Act 2015), the Terrorism Act 2000 (as amended by the Anti-Terrorism, Crime and Security Act 2001), Counter-Terrorism Act 2008 Schedule 7, and the Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017, HM Treasury Sanctions Notices and News Releases, now incorporated in the Money Laundering Regulations 2017 and the Criminal Finances Act 2017.
- 1.2 The purpose of this policy is to outline how Virtus, its staff and volunteers will manage money laundering risks, apply 'Know your Payer' principles and comply with the relevant legislation.
- 1.3 The policy applies to all Virtus staff, officers and volunteers – henceforth referred to as 'the officers' and covers Virtus activities undertaken in the UK or overseas. Money laundering legislation applies to all staff, officers and volunteers.
- 1.4 Potentially any officer could be committing an offence under the money laundering laws if they suspect money laundering or if they become involved in some way and do nothing about it. If any individual suspects that money laundering activity is or has taken place or if any person becomes concerned about their involvement it must be disclosed as soon as possible to the Money Laundering Reporting Officer (MLRO), as outlined below.
- 1.5 Breach of this Policy may constitute a disciplinary offence and will be subject to investigation under Virtus' disciplinary procedures. This may lead to disciplinary action, including dismissal. Failure to comply with this Policy may expose staff to the risk of being personally liable to prosecution.
- 1.6 Non-compliance with this legislation carries financial and reputational penalties for Virtus and its officers. Whilst the risk to the organisation of contravening the legislation is considered to be low, it is extremely important that all officers are familiar with their legal responsibilities as serious criminal sanctions may be imposed for breaches. The key requirement on officers is to promptly report any suspected money laundering activity to the Money Laundering Reporting Officer (MLRO).

2 POLICY

- 2.1 What is money laundering?
 - i) Money laundering is the process of taking the proceeds of criminal activity and making them appear legal. It can also encompass financial transactions involving money, however obtained, which is used to fund terrorism. The definition of money laundering activities under the legislation referenced above is broad.



- ii) There are three principal money laundering offences under the Proceeds of Crime Act 2002:
 - a. concealing, disguising, converting, transferring criminal property or removing it from the UK (section 327 of the 2002 Act);
 - b. entering into or becoming concerned in an arrangement which you know, or suspect facilitates the acquisition, retention use or control of criminal property by or on behalf of another person (Section 328);
 - c. acquiring, using or possessing criminal property (section 329) 2.1.3

These offences can be punishable by unlimited fines and/or terms of imprisonment up to a maximum of 14 years.

- iii) There are also associated offences regarding due diligence and disclosures, including:
 - a. Failure to disclose any of the three primary offences
 - b. Failure to have adequate procedures for mitigating the risk of money laundering
 - c. Tipping off. Tipping off is where someone informs a person or people who are, or who are suspected of being involved on money laundering in such a way as to reduce the likelihood of their being investigated or prejudicing and investigation.

2.2 What steps can we take to prevent money laundering?

- i) We can take the following steps to assist in the prevention of money laundering:
 - a. Maintain adequate records of transactions. Virtus must maintain records for at least six years of customer identification evidence and details of financial transactions carried out.
 - b. Implement a procedure to enable the reporting of suspicious activity; The legislation requires Virtus to disclose when it has actual knowledge or suspicion of money laundering but also if, given the circumstances, it should have reached that conclusion and failed to do so. We should be familiar with the type of customer who normally approaches us for business, and how they normally deal with us. Suspicion may be aroused if a customer deals with us differently to our normal experience or wants things that are out of the ordinary for the type of business concerned. If suspicion is aroused officers should forward their concern to the MLRO immediately. Suspicion may also be highlighted through our bank, payment provider or other third party and this may also cause Virtus officers to raise their concern to the MLRO.
 - c. Implement customer identification or 'know your customer' procedures; When taking orders for business from customers in respect of work that counts as 'relevant business' staff must be reasonably satisfied as to the identity of the customer that they are engaging with. It is important that due diligence controls are in place to identify the student, customer or other party dealing with Virtus. Satisfactory evidence of identity must be



obtained. If an

organisation is not known to Virtus we will look for letter-headed documents, check websites, request credit checks or aim to meet or contact key sponsor to verify validity of a contact.

- d. Maintain an Anti-Money Laundering Risk Assessment - the Finance Committee will maintain the Organisations Anti-Money Laundering Risk Assessment, reviewing it on a periodic basis. The AML Policy is subject to triennial review. The Money Laundering Regulations 2017 require Vir to undertake a risk assessment, encompassing four key areas of risk which must be considered in assessing the overall risk level
 - Product/Service Risk - This is the risk associated with the delivery of Virtus activity, including sport/competition, research, knowledge exchange, fundraising and events & conferencing.
 - Jurisdiction Risk – This is the risk associated with the geographical reach of Virtus activities, including the countries in which its athletes and volunteers, member organisations, strategic partners and suppliers are based.
 - Customer, Third Party/Donor Risk – This is the risk associated with the individuals and/or third party organisations with whom we do business, including our member organisations, partners, contractors, agents and suppliers. Politically Exposed Persons and Sanctioned Parties are also considered within this risk.
 - Distribution Risk – This is the risk associated with how we deliver our products and services, including in-person, digital/online and telephony.
- e. Ensure adequate training is given to staff on anti-money laundering procedures and policies, including how to report/disclose suspicious activity.
- f. Appoint a Money Laundering Reporting Officer to develop and maintain anti money laundering procedures and receive, consider and report, as appropriate, on any disclosure of suspicious activities by staff. Virtus has appointed the Executive Director as its Money Laundering Reporting Officer working under the direction of the Finance Committee.

2.3 How do you report suspicious activities?

- i) Where you know or suspect that money laundering activity is taking or has taken place, or you become concerned that your involvement in a transaction may amount to a breach of this Policy and money laundering regulations, you must disclose this immediately to your line manager. If in consultation with your line manager reasonable suspicion is confirmed a disclosure report must be made to the MLRO.
- ii) This disclosure should be completed the same day the information comes to your attention. Should you not do so you may be personally liable to prosecution under the money laundering regulations.



- iii) The report should include as much detail as possible including:
 - a. Full available details of the people, companies involved including yourself and other members of staff if relevant
 - b. Full details of transaction and nature of each person's involvement in the transaction
 - c. Suspected type of money laundering activity or use of proceeds of crime with exact reasons as to why you are suspicious
 - d. The dates of any transactions, where they were undertaken, how they were undertaken, and the likely amount of money or assets involved
 - e. Any other relevant information.

Support in the completion of the disclosure report, or associated investigation is available from MLRO

- iv) 2.3.4 Upon receipt of a disclosure report, the MLRO must note the date of receipt and acknowledge receipt of the report. The MLRO will advise you of the timescale within which they will respond.
- v) To avoid committing the offence of tipping off, once you have submitted the disclosure form you should not make any further enquiries into the situation, nor should you discuss your concerns with others unless instructed to do so by the MLRO.

3 ROLES AND RESPONSIBILITIES

- 3.1 Any member of staff or associated party who suspects that money laundering activity is or has taken place or becomes concerned about their involvement in a transaction must disclose this, in writing, as soon as possible to the MLRO, as outlined in the section above. Individuals must then co-operate fully with any subsequent investigations whilst maintaining confidentiality about the suspected activity. If the MLRO is suspected, then the concern should instead be directed to the Chair of the Virtus Finance Committee.
- 3.2 The MLRO is responsible for developing and maintaining appropriate anti-money laundering procedures and for receiving, considering and reporting, as appropriate, on any disclosure of suspicious activities by officers. The MLRO will investigate all reports or disclosures in accordance with the procedure. Virtus may suspend transaction(s) and advise other officers as appropriate, if there is a suspicion of terrorist financing or money laundering.

4 RELATED POLICIES AND PROCEDURES

- 4.1 [Financial Procedures](#) (including Cash Handling Guidelines)

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