



ACC

ANTI-CORRUPTION
COMMISSION

CAYMAN ISLANDS

Annual Report

1 July 2024 – 30 June 2025

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Statement from the Chairman

This is my second report and my final one, because I vacate the chairmanship of the Anti-Corruption Commission (the “ACC” or the “Commission”) on 30 September 2025, the date of this report.

The next two years will be a challenging period for the ACC as well as a number of government and law enforcement and similar bodies within the Cayman Islands, as we prepare for the upcoming CFATF Mutual Evaluation in December 2027. The ACC chairman’s role as an ex officio member of the Cayman Islands Anti-Money Laundering Steering Group (the “AMLSG”) means that more and more time will be demanded of him or her as the inspection approaches. While for that reason I have my doubts as to whether in principle the chair of the ACC, the only part-timer on the AMLSG, should even be required to hold a position on it ex officio, I have no doubt that My successor will contribute constructively and successfully to the process.

In my last report I spoke of synchronisation of appointments and terminations of members of the ACC, so that statutory deadlines, for example for the filing of this report, could more adequately reflect the chairmanship and membership of the ACC for the period in question. I am pleased to report that the Governor’s office is actively considering and implementing that synchronisation, and I confidently expect that it will be completed during the course of the next year.

There now follow some overall observations.:

- In my last report (September 2024), and regrettably also in that of my predecessor Mr. Adrian Pope in the preceding year, we referred to the conviction of Mr. Canover Watson in October 2022 for various offenses under our anti-corruption and related legislation. We both pointed out that while Mr. Watson was sentenced to a custodial sentence, the confiscation aspect of his case remained outstanding, as did a previous confiscation order in what became known as the “CarePay” case.

I regret to report that neither of those confiscation orders has yet been enforced, even (in the case of CarePay) after seven years.

Mr. Pope and I have both pointed out that while convictions and sentences are of course vital parts of the prosecutorial process, ancillary matters such as forfeiture of assets are of equal importance, not least to demonstrate the jurisdiction’s determination to apply the full force of the law against defendants when they are acquired from corruption.

Bluntly put, it is unacceptable that this has still not been done after seven years. So yet again, the ACC urges the relevant prosecutorial and judicial authorities to pursue these and all other such ancillary steps with the same expedition as they did the substantive prosecution. Unfortunately, I expect my successor will be saying exactly the same thing in her report in a year’s time (by when it will be eight years). Frankly, in the absence of

good reason for these delays, they make the jurisdiction and its judicial and enforcement processes appear incompetent.

- During the Reporting Period, I have been engaged, with varying success, in a variety of activities including trying to identify an individual prosecutor within the ODPP as the Commission's go-to lawyer; steering (with the assistance of Members Whicker and Lees) a report to the Governor on the ACC's alignment, with the Jakarta Principles regarding anti-corruption bodies worldwide; liaising with the Governor and the Deputy Governor regarding the ACC's relationship with Civil Service departments; and analysing and commenting on the independence of the ACC from Government and the need for legislative changes to reinforce it. All of these efforts - plus, I fear, several others which will arise in the goodness of time - will, I know, be continued by my successor.

To my mind there are several issues that need to be addressed to further improve the effectiveness of the ACC and its ability to undertake each of its investigations to a successful conclusion. The Governor and members of the ACC and the Commissions Secretariat are aware of those issues, and for what it is worth, I do recommend that as many of them as possible be adopted over the course of the next year or so.

- During the Reporting Period the ACC undertook investigations which have reached varying stages of completion. Data on those investigations includes the following:
 - 2 Arrests,
 - 25 Charges,
 - 9 Convictions
- As has been stressed in prior annual reports, much work is undertaken by the ACC and its investigators which does not lead the charges or prosecutions and is therefore largely unseen and uncredited. During the course of the Reporting Period, the ACC has investigated various serious allegations made against a number of people, some of whom have been in positions of considerable trust, which in the event have led to their exoneration and no further action being taken. Far from demonstrating the ACC's ineffectiveness, as some might like to claim, this demonstrates its commitment to conducting open-minded fair investigations, whose purpose is to either prove or disprove allegations.
- A lazy accusation is sometimes made that the ACC prefers to pursue prosecutions against "low-hanging fruit" rather than perceived or rumored corruption at higher levels. The ACC rejects that accusation. It investigates every complaint it receives, including those made against persons in high positions of public trust, without partiality. Whether or not the complaints procedure is adequate to maintain a robust investigatory regime may be debatable, but accusations of corruption, like any other crime, must be supported by evidence which is strong enough to succeed in court. Baseless rumors and allegations, or those made without sufficient evidence, will not reach the charging stage, let alone court. So complaints to the ACC against anyone, whether or not perceived as "low-hanging

fruit”, must either be accompanied by sufficient evidence of the corrupt act complained of or at least provide the ACC’s investigators with the necessary tools to track down and obtain such evidence. Discussions are ongoing as to the best means by which to achieve this.

- The ACC is entitled to begin investigations of its own volition. But again, it will do so only if it has the necessary grounds to do so. And without such grounds, it will not do so merely on the basis of rumor or public outcry.
- As regards the administrative side of the ACC, we have had a most successful year. The administrative team of Melanie McField, Francis Kearns and Evette Burnell have provided timely, helpful and accurate assistance. Their backup service has been exemplary, and we are only sorry to be losing Mr. Kearns as he leaves the Commissions Secretariat to join the Governor’s office. Their gain is our loss, and his will be large shoes to fill.
- For their dedication and hard work, thanks are also due to the ACC investigators, led as ever by Richard Oliver, and all the other staff members of the Commissions Secretariat. The support of other agencies and public officers, in particular the office of the ODPP, are equally appreciated. Efforts to recruit investigators at several levels have been ongoing and largely successful, and I hope it will not be long before the investigatory team is fully up to strength.
- As ever, I must thank my excellent fellow ACC Members. They are all volunteers who give up a considerable amount of their time to serve the greater good of the Cayman Islands. Too often, armchair critics belittle those on boards and commissions as Members of a self-perpetuating club, enjoying a sinecure. Membership of the ACC is no sinecure, if only because, apart from a nominal stipend, it is unpaid; and its Members work very hard indeed, effectively for nothing. So certainly in the case of the ACC, and in my personal view all the other constitutional and statutory commissions, this accusation could not be further from the truth.
- In conclusion, it has been a unique honour and privilege to serve as chairman of the ACC, albeit for only a year. I wish everybody on it, and working with it, every success in the future. There are many investigations in the pipeline, and I have every confidence that a due proportion of them will come to fruition in the form of charges, and if so, hopefully successful prosecutions – with ancillary orders followed up in a timely and effective manner.

Charles Jennings

Chairman, Anti-Corruption Commission (outgoing 30 September 2025)

Section One – The Anti-Corruption Commission the “ACC” or the “Commission”)

The reporting period for this report (the “Reporting Period”) is 1st July 2024 to 30th June 2025.

1.1 Role

The Commission was created by the Anti-Corruption Act, 2008, which came into effect on 1 January 2010. The Commission is responsible for the administration of that statute, now the Anti-Corruption Act (2024 Revision) (as amended), and is a law enforcement agency in the Cayman Islands.

1.2 Anti-Corruption Act (2024 Revision) (as amended) (the “Act”)

The Act gives effect to the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions and to the United Nations Convention Against Corruption (which was extended to the Cayman Islands in 2020). It covers a broad range of local corruption offences by public officials and private individuals and entities, and extends to bribery of foreign public officials outside the Cayman Islands. Offences under the Act are extraditable.

1.3 Mission Statement

The mission of the Commission is "To enhance the stability, prosperity and reputation of the Cayman Islands by sustaining the confidence and trust of the community in the integrity and good governance of its government and public institutions through fighting corruption with just, fair and effective investigations."

1.4 Commission Members (“Members”)

The Commission consists of not fewer than five persons who, in the opinion of the Governor, are of high integrity and are able to exercise competence, diligence and sound judgement in fulfilling their responsibilities under the Act. Members must be residents of the Islands and may include:

- a) retired judges of the Grand Court or the Court of Appeal;
- b) retired police officers;
- c) retired justices of the peace or magistrates;
- d) chartered or certified accountants;
- e) attorneys-at-law of ten or more years call or retired attorneys-at-law; and
- f) such other persons as the Governor considers qualified to be appointed.

No person may be appointed to hold office as a Member if s/he is a public officer or such other category of person as may be prescribed by Order of the Governor. The names of all Members are gazetted at the time of appointment, and the Governor, after consultation with the Attorney General, may at any time revoke the membership of a Member.

The names of the Members during the Reporting Period are set forth in Appendix 1.

1.5 Principal powers, duties and functions

The Commission is responsible for the administration of the Act, and shall:

- receive and consider reports to it of the alleged or suspected commission of a corruption offence as set out in the Act and investigate such reports where the Commission has reason to suspect the commission of an offence or an attempt or conspiracy to commit an offence;
- receive (including from overseas anti-corruption agencies) and request, analyse and disseminate disclosures of information concerning corruption offences, or suspected offences; or required by any law in order to counter corruption; and
- detect and investigate suspected corruption offences or attempts to commit an offence, or conspiracies to commit an offence.

1.6 Additional powers, duties and functions

- Arrest and search any person who has committed or is suspected of having committed a corruption offence.
- Obtain evidence by search warrants with court approval.
- Freeze assets and confiscate proceeds of corruption offences with court approval.
- Refer the results of its investigations to the Director of Public Prosecutions (“DPP”) for disposition where it appears an offence has been committed.
- Assist with overseas investigations.
- Enter into assistance arrangements with overseas anti-corruption agencies with the consent of the Attorney General.
- Enter into assistance arrangements with any local law enforcement authority, or local body, for the discharge of performance of its powers, duties and functions.
- Advise the Governor on the Commission’s work.
- Submit an annual report to the Governor (this being such a report).

1.7 Control, Oversight, and Policy Directions

The Governor has broad powers of oversight over the work of the Commission and may direct the Commission on the policy to be followed in the exercise and performance of its functions. To date, the Governor has not issued any such directions.

The Commission may issue guidelines setting out:

- the forms and procedures for making a report of a corruption offence; and
- the operational procedures in connection with disclosures made to the Commission.

The Commission has issued a reporting form and guidelines on the procedures. These can be found on the Commission’s website: www.anticorruptioncommission.ky.

Section Two – Breaches of the Act

2.1 General Overview

The Commission receives reports of alleged breaches under the Act through direct communication to the Commission; requests for mutual assistance from overseas; and those reported to other law enforcement agencies and referred to the Commission. In each case, the allegation is fully recorded and a decision taken as to what, if any, further investigation or action is appropriate.

In addition, the Commission may in certain circumstances begin an investigation of its own volition.

Each allegation is assessed on its own merits. No prosecution is undertaken without the express authority of the DPP in accordance with the Act.

2.2 Corruption Offences in the Cayman Islands

Corruption can be described as abusing a position of trust to gain an undue advantage, e.g. where decisions are not taken for public benefit but rather to serve private interests.

Examples of corrupt behaviour are:

- a Public Officer (“PO”) or Member of Parliament (“MP”) uses, or tries to use, knowledge, power or resources which they have gained as a result of their position for personal gain or for the advantage of others;
- a PO or MP uses, or tries to use, their position to interfere with justice, to commit an offence or to prevent an offence being detected or punished;
- a PO or MP acts dishonestly or unfairly, or breaches the trust of the public or abuses their office; or
- a member of the public influences, or tries to influence, a PO, MP or foreign PO or foreign equivalent of an MP to use his or her position in a way that is dishonest, unfair or breaches public trust.

2.3 Offences under the Act

The principal offences are set out in Appendix 2.

Section Three – Reporting Corruption

3.1 Making a Report/Complaint

Anyone who reasonably believes or suspects that there has been an act of corruption in breach of the Act should complete and submit a Report/Complaint Form to the Commission. Reports/Complaints should be made as soon as reasonably practicable after becoming aware of the conduct in question.

3.2 Duty to Report

Individuals should be aware of the principles that guide the performance of POs in the conduct of their duties. POs may incur criminal liability for corruption as follows:

- **those directly involved:** a person who is directly involved in committing a corruption offence may be liable for the offence.
- **those indirectly involved:** a person may be liable for a corruption offence where s/he is indirectly involved in committing the offence.
- **failure to act:** an individual may be liable for a corruption offence even where s/he was not directly involved in committing the offence, but was wilfully blind to it.
- **aiding and abetting:** an individual may also be liable for aiding and abetting where he has aided or assisted in the committing of the offence.

3.3 Submission of Reports/Complaints

To report an alleged act of corruption the Complainant should:

1. complete the Report/Complaint Form available on the Commission's website: www.anticorruptioncommission.ky; and
2. submit the completed Report/Complaint Form via email to the Commission's email address: info@anticorruptioncommission.ky

In cases where the complainant considers the alleged act of corruption to be urgent, direct contact should be made with the Senior Investigating Officer (the "SIO") to expedite the report process. To arrange a meeting with the SIO:

Call: +1 (345) 244-3685

E-mail: Richard.Oliver@gov.ky

Visit the office in person: 4th Floor George Town Financial Center, #90 Fort Street, George Town, Grand Cayman, KY1-1106

Should any Member receive a report/complaint, it will be forwarded to the SIO. Members of the public making reports/complaints are encouraged to use the Report/Complaint Form whenever

possible. The SIO or any Member receiving a verbal report/complaint by telephone call or similar should also complete the Report/Complaint Form (or a functionally equivalent written document containing all material facts) for submission to the Commission.

3.4 Conflicts of Interest

The work of the Commission must not be compromised or affected by any personal interest of its Members or the Commissions Secretariat staff. The public interest comes first on all such occasions. Conflicts of interest, or the perception that they have arisen or may arise, can do great damage to the reputation of the Commission and the Commission Secretariat. Members and members of the Commissions Secretariat must declare to the Commission any conflicts or potential conflicts of interest immediately. The Commission has procedures for dealing with any such conflicts. In the event of any conflict of interest or perceived conflict of interest, the relevant Member or members of the Commissions Secretariat will recuse himself/herself from all consideration of the matter in question and shall not be entitled to any information regarding the disposition of the matter by the Commission.

3.5 Policies and Procedures

The Commission adopted a new Policies and Procedures Manual in January 2024. It is available on its website.

3.6 Code of Conduct

Members commit to uphold, promote and undertake to be bound by seven core principles known as the Nolan Principles, which form the basis of a universal standard of good governance. Members also submit annual declarations of interest under the Standards in Public Life Act.

3.7 Protection of Providers of Information

As far as legally possible, the Commission will make every effort to protect the identities of those providing information to the Commission. The Commission will encourage a caller, if the information is to be taken verbally, to identify him/herself and provide contact details since it may be necessary in the future to seek additional information or clarification of information received. Information provided by a caller in such a manner will be submitted to the Commission in a Report/Complaint Form completed by the SIO. Additionally, the Commission will proactively support, encourage and protect witnesses, including, where necessary, by prosecuting persons who make threats against them.

3.8 Records

The Commission will keep records of all aspects of an investigation. They will be kept confidential except when otherwise required by law or any competent court.

3.9 Referrals to the Director of Public Prosecutions (DPP)

The Commission will refer the results of its investigations to the DPP for disposition where it appears that behaviour amounting to an offence under the Act, or any other offence, has been committed. This will include all relevant information and evidence known to the investigators.

Section Four – 2024 – 2025 Corruption Statistics

While the Commission has a duty to safeguard the confidentiality and integrity of information, to respect the rights of individuals and not to prejudice investigations/proceedings, that duty will be balanced against the duty to be open and transparent wherever reasonably possible.

As regards releasing information on the identities of those arrested and/or those charged by it, the policy of the Commission follows the recommendations of the Leveson Inquiry. Save as set out below, it will not release the names of persons who are arrested unless there are exceptional circumstances, e.g.:-

- threat to life;
- prevention or detection of crime; or
- a matter of significant public interest.

At the time of arrest, the Commission will normally provide the following anonymous information about persons arrested:-

- age;
- gender;
- resident district;
- offence(s); and
- whether or not the individual is a public official.

(For example, “a 48-year-old male, who is a public official from the district of George Town has been arrested on suspicion of bribery, fraud and money laundering”).

It is the policy of the Commission to name persons once criminal proceedings have been instituted before the Court. The following information will be released about an adult, providing there are no applicable legal restrictions:-

- name;
- occupation;
- resident district; and
- charge details.

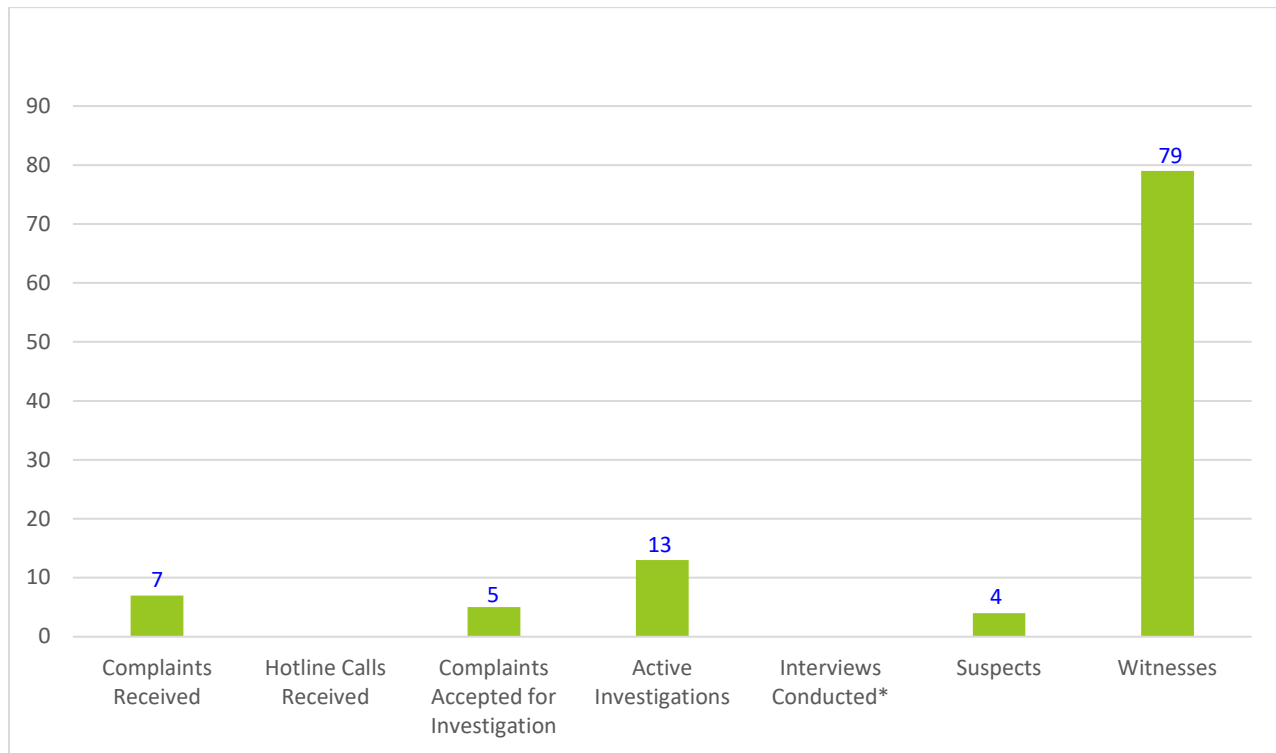
(For example, “Ms. XYZ, Consultant, from the district of Bodden Town, has been charged with bribery, fraud and money laundering”).

A general statement on the ACC’s policy on public comments regarding investigations can be found on the Commission’s website.

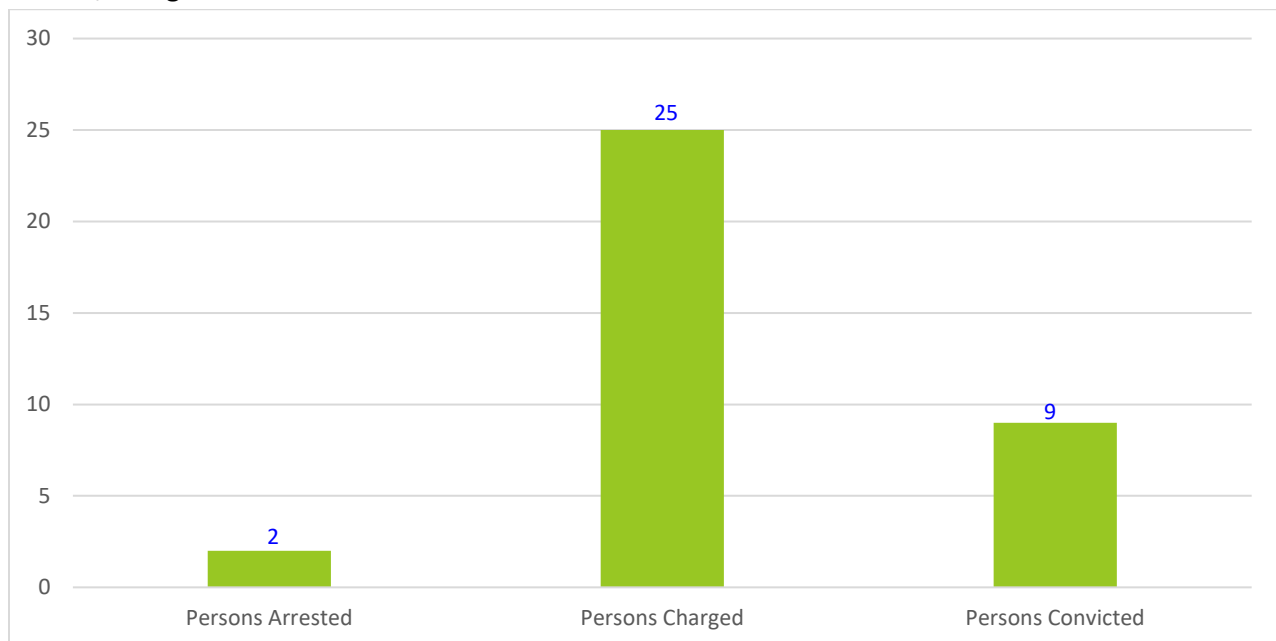
The above policies of general application will always be subject to the specifics of each matter and overall public interest.

4.1 Summary of Cases 2024 – 2025

Complaints, Investigations and Interviews



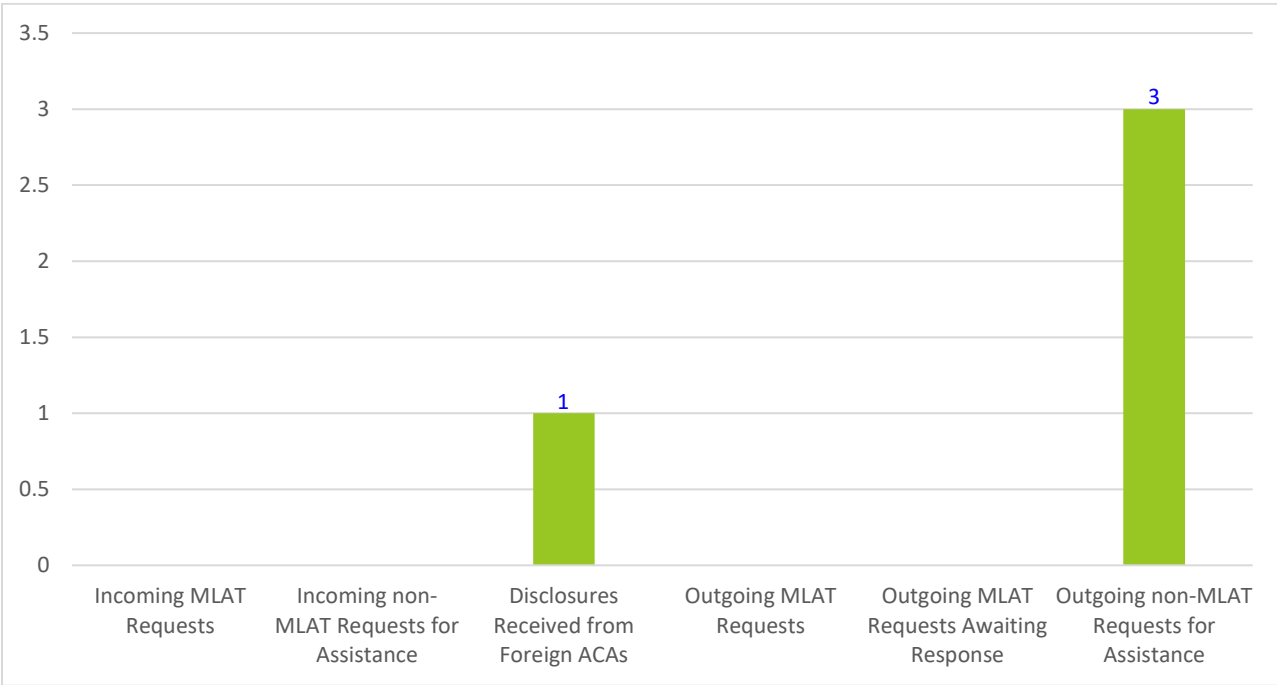
Arrests, Charges and Convictions 2024 - 2025



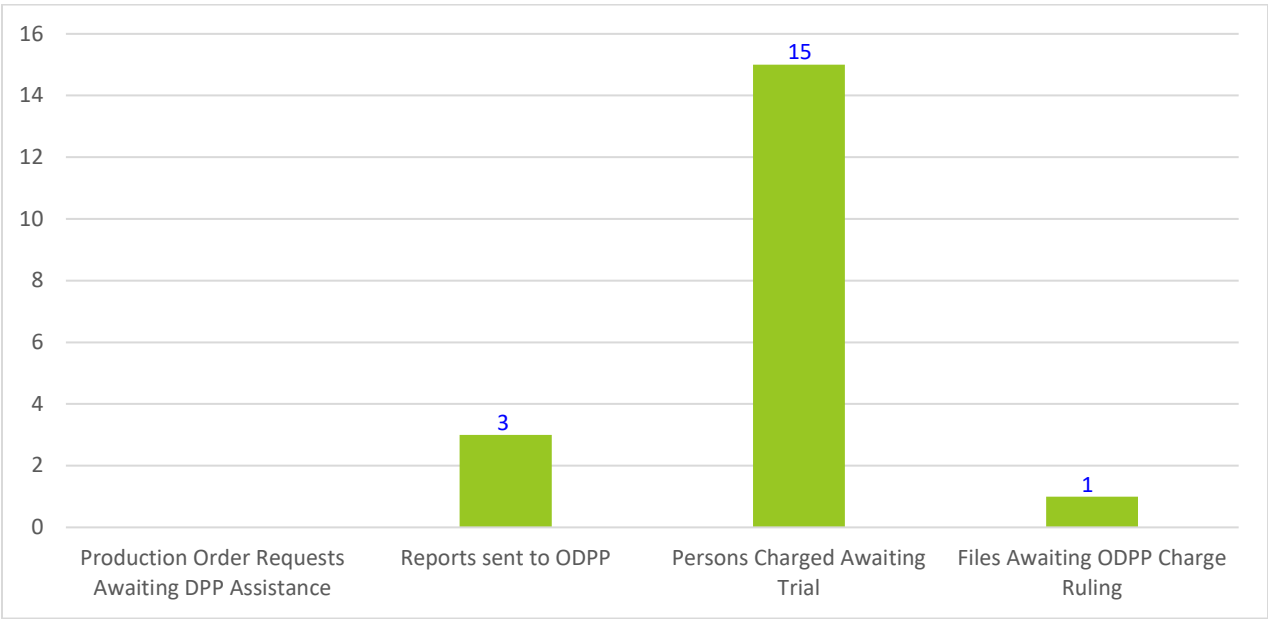
Interactions with Local Entities 2024-2025



Interactions with Overseas Entities 2024-25



Interactions with the Office of the Director of Public Prosecutions 2024 – 2025



Section 4(2)(f) of the Act requires the ACC to “collect, compile and annually publish statistical information relating to (i) disclosures made to it concerning proceeds or suspected proceeds of corruption offenses; (ii) any onward disclosures of such financial information by it.”

In compliance with that section, the following information is published relating to disclosures for the Reporting Period:

- the ACC received 11 disclosures concerning proceeds or suspected proceeds of corruption offences.

While these mandated statistics provide an annual snapshot of the Commission’s activities, they do not fully reflect the overall work undertaken by the ACC’s team of investigative officers in relation to time-consuming, often complex, investigations, nor that their efforts consistently exceed what can be captured in numerical data.

Section Five – Topical Issues

5.1 Legislation

Various amendments to the Act, as contained in the previously reported Anti-Corruption (Amendment) Bill, were duly enacted and came into effect in February 2024.

Other new and further amendments are under active consideration, and the Commission continues to consider proposing additional amendments to the Act, as well as other investigations-related legislation, as and when it considers them necessary or desirable.

5.2 Commission Membership

Particulars of the 2024-2025 membership are set forth in Appendix 1. The current Chairman of the ACC is Charles Jennings, appointed on July 1st 2024. His term of office comes to an end on 30 September 2025.

5.3 Financial Action Task Force (“FATF”) Related Updates

The Chairman continues to attend meetings of the Cayman Islands Anti-Money Laundering Steering Group; and the SIO and other investigators continue to attend FATF-related meetings, both in the Cayman Islands and overseas as required.

In the next round of assessments/reviews the Cayman Islands will need to prove their effectiveness in order to remain off the CFATS’s “Grey List”. Preparations for this assessment are underway.

5.4 Memoranda of Understanding (“MOUs”)

During the Reporting Period, the ACC agreed a new MOU with HM Cayman Islands Prison Service.

5.5 Training and Development

Regular staff training and development initiatives are explored and implemented to further enhance the work of the ACC.

5.6 Official Meetings

During the Reporting Period the Chairman and/or some Members held meetings as and when appropriate with various officials to discuss matters of mutual interest. These included meetings with the Governor, the Honourable Deputy Governor, the DPP and others.

The Chairman has consulted with the Office of the Director of Public Prosecutions (the “ODPP”) to ensure there is and remains a clear and consistent point of contact at this office for matters involving the ACC.

Following this consultation, a new representative from the ODPP was appointed to act as the main liaison for the Commission, but he has since left the ODPP and a replacement has been appointed. It is hoped that he will serve as the first point of contact for legal queries, case updates, and any matters requiring coordination with the ODPP. And that when unavailable, he will ensure a suitable alternative contact is provided.

It is hoped that, despite the fact that this is the second such appointment within as many months, he (and his successors in this post) will provide the Commission with a dedicated contact within the ODPP to help improve communication, support case progression, and ensure greater continuity and accountability in joint matters.

5.7 The Jakarta Principles

The Jakarta Principles, adopted in 2012 following a conference of international anti-corruption agencies, and the more detailed Colombo Commentary adopted in 2018, are United Nations-supported documents developed to guide the effective establishment and operation of national anti-corruption agencies (“ACAs”). These instruments were created in response to a recommendation by the Conference of the States Parties to the United Nations Convention Against Corruption, and they reflect international best practices for the structure, mandate, and independence of ACAs—such as the Commission.

The Jakarta Principles are widely recognised worldwide as a benchmark for evaluating the operational integrity and independence of anti-corruption bodies. Agencies are encouraged to assess their alignment with these principles to ensure they remain effective and compliant with global standards.

During the Reporting Period the Commission undertook a formal assessment of the Cayman Islands' adherence to the Jakarta Principles. This work was initiated by a dedicated sub-committee, which conducted a detailed review of all sixteen principles (see Appendix 3). Each Principle was carefully evaluated and assigned a Red-Amber-Green rating to reflect the current level of alignment by the ACC and any areas for improvement.

The report, led by Members Whicker and Lees, incorporated feedback from the Chairman and, following final revisions and approval by Members, was submitted by the Chairman in June 2025 to key stakeholders including the Governor, the Deputy Governor and the Attorney General.

5.8 Educational Outreach and Presentations

The Jakarta Principles recommend that ACAs such as the Commission are given statutory mandates, among other things, to educate the public on anti-corruption and the Commission's role in it. Unfortunately, however, the current Cayman Islands statutory mandate of the ACC is effectively

limited to detection and investigation, and there is no express mandate to tackle corruption through prevention, education and awareness training.

The Commission supports anti-corruption education and awareness training. However, in the absence of a clear Cayman Islands statutory mandate and the necessary resources, concrete actions will remain, as they have been over the life of the ACC, *ad hoc* and sporadic (and, occasionally even subject to pushback by public officials who may argue that, in the absence of an express statutory mandate, such initiatives are beyond the Commission's statutory powers. That said, during the Reporting Period the Commission undertook several informal education and outreach initiatives aimed at strengthening its knowledge base and fostering international collaboration.

Two members of the ACC's investigatory team participated in the WATCH Network (Women Against Transnational Corruption Hub), an initiative hosted by the International Anti-Corruption Coordination Centre (IACCC). In addition, they engaged in a three-day visit to the Malta Financial Intelligence Analysis Unit (FIAU).

Briefing reports on both engagements were provided to Members, outlining key takeaways and highlighting potential future opportunities for collaboration, capacity-building, and the exchange of best practices.

Finally, an introductory video outlining the Commission's role and functions is currently in development. Once completed, this video will be made available on the Commission's website and integrated into the orientation program for new civil servants.

5.9 Commission Structure, Staffing and Resources

The ACC does not have its own dedicated administrative staff. Instead, the Commissions Secretariat (the "Secretariat"), which is part of the Portfolio of the Civil Service ("PoCS"), is charged with providing administrative support to six different commissions, of which the ACC is but one.

Nor does the ACC directly employ its investigators (who are technically part of the Secretariat, as also mentioned above), or the administrative staff of the Secretariat who may work on ACC matters. Accordingly, from an employment perspective, the Members of the Commission have no formal control over or input into the appointment of investigators or administrative staff and do not supervise them. They are ultimately supervised, from an employment perspective, within the hierarchy of PoCS.

Equally, the ACC does not have its own budget. The Secretariat as a whole has a budget, albeit one which includes a separate and distinct provision for the ACC investigators, but the ACC itself and its Members have no meaningful involvement in the establishment of the budget.

Three of the Jakarta Principles which are relevant here are those relating to “Authority over Human Resources”, “Adequate and Reliable Resources” and “Financial Autonomy”, all of which will require consideration in due course since it is arguable that the ACC does not enjoy the level of independence expected by them.

In the view of the ACC, consideration should also be given to whether a different (and better) overall legal and operational structure needs to be found for it in light of some of the issues highlighted in this report. Arguably the ACC (perhaps in combination with the Standards in Public Life Commission) should (in a manner more akin to the Office of the Ombudsman) become a stand-alone entity free from the Civil Service.

Equally, there is a strong argument for such a body being run (on a day-to-day basis) by a full-time executive director with significant relevant experience in the anti-corruption field. That individual could give focus and appropriate supervision of and direction to employees. He or she could also take responsibility for, and drive forward the implementation of, projects and new ideas in a more sustained and thorough manner than is possible within the current system of only being able to rely on the good intentions and understandably finite efforts of part-time volunteer Members who are rotated into and out of the ACC within a comparatively short period and are supported by administrative staff some of whom are themselves dedicated to the ACC only on a part-time basis.

During the Reporting Period, the Commission experienced staffing shortages due to several vacant positions. Concerns were raised regarding the competitiveness of the current compensation packages, which were noted to be lower than those offered by comparable agencies for similar roles. In response, a review of the relevant job descriptions was undertaken, with a view to reassessing and regarding the positions as appropriate.

Recruitment efforts were actively pursued, and advertisements were placed for multiple roles. The application period for the positions of Senior Investigator Officer (Designate), Investigator Level I, and Investigator Level II closed on 19 May. A strong response was received, and overall recruitment efforts have been successful.

In parallel, the Chairman raised the Commission’s staffing and recruitment challenges at a recent meeting of the Anti-Money Laundering Steering Group. Following this presentation, the Attorney General offered his support. A formal letter outlining the concerns was submitted to the Attorney General’s Office, receipt of which was duly acknowledged. It is not known what/whether action has been taken on it.

Section Six – Moving Forward

During the forthcoming (current) Reporting Period, the Commission remains committed to advancing its mandate through the following key priorities:

- a. Continuing to process reports and complaints, and carrying investigations through to their full and proper conclusion;
- b. Supporting the implementation of the Caribbean Financial Action Task Force (CFATF) recommendations;
- c. Contributing to national efforts to ensure the Cayman Islands remains off the Financial Action Task Force's (FATF) "grey list";
- d. Undertaking further analysis of, and working towards alignment with, the Jakarta Principles—where appropriate to a jurisdiction of this size;
- e. Pursuing enhancements to the Commission's independence and institutional support;
- f. Identifying and developing opportunities to expand public education on corruption prevention;
- g. Strengthening collaboration with relevant commissions and government agencies; and
- h. Advocating for legislative reforms to bolster the Commission's ability to combat corruption effectively.

Dated this 30th day of September 2025.



Charles Jennings (Chairman)



Kendra Foster



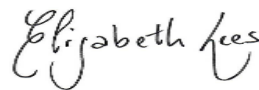
Simon Whicker



Romeo Frederick



Laurence Aiolfi



Elisabeth Lees

Appendix 1 – Members of the Commission

The following persons are the current Members of the Commission at the date of submission of this Annual Report and are the signatories thereof:

Charles Jennings (Member since August 2022 and Chairman since July 1st 2024)

Laurence Aiolfi (Member since August 2022)

Kendra Foster (Member since August 2022)

Romeo Frederick (Member since August 2022)

Simon Whicker (Member since August 2020)

Elisabeth Lees (Member since July 1st 2024)

Appendix 2 – Offences under the Act

Bribery of public officers and members of Parliament

10. (1) A public officer or a member of Parliament who directly or indirectly-
- (a) solicits;
 - (b) accepts or obtains; or
 - (c) agrees to accept or obtain, for himself or any other person, any loan, reward, advantage or other benefit with intent-
 - (d) to interfere with the administration of justice;
 - (e) to procure or facilitate the commission of an offence; or
 - (f) to protect from detection or punishment a person who has committed or who intends to commit an offence, commits an offence.
- (2) Any person who gives or offers to a public officer or to a member of Parliament any loan, reward, advantage or other benefit, with intent that the public officer should do anything mentioned in subsection (1)(d),(e), or (f) commits an offence.
- (3) A person who commits an offence under this section is liable on conviction on indictment to imprisonment for a term of fourteen years.

Frauds on the Government

11. (1) A person commits an offence where-
- (a) directly or indirectly-
 - (i) he gives, offers or agrees to give or offer to-
 - (A) a public officer;
 - (B) a member of Parliament;
 - (C) a member of the family of a public officer;
 - (D) a member of the family of a member of Parliament; or
 - (E) any person for the benefit of a public officer, a member of Parliament or another person; or
 - (ii) being a public officer or a member of Parliament, he demands, accepts or offers or agrees to accept from any other person for himself or another person, a loan, reward, advantage or other benefit as consideration for cooperation, assistance, exercise of influence or an act or omission in connection with-
 - (A) the transaction of business with or any matter or business relating to the Government; or
 - (B) a claim against the Government or any benefit that the Government is authorised or is entitled to bestow, whether or not, in fact, the public officer or member of Parliament is able to cooperate, render assistance, exercise influence or do or omit to do what is proposed, as the case may be;
 - (b) having dealings of any kind with the Government, he pays a commission or reward to or confers an advantage or benefit of any kind on a member of Parliament or a public

officer of a government entity with which he deals, or to any member of the family of a member of Parliament or a public officer, or to any one for the benefit of the member of Parliament or the public officer, with respect to those dealings, unless he has the consent in writing of the chief officer of the government entity with which he deals, the proof of which lies on him;

- (c) being a public officer or a member of Parliament, he demands, accepts or offers or agrees to accept from a person who has dealings with the Government a loan, reward, advantage or other benefit directly or indirectly, by himself or through a member of his family or through any one for his benefit, unless he has the consent in writing of the chief officer of the government entity that employs him or of which he is an official, the proof of which lies on him;
- (d) having or pretending to have influence with the Government, with a member of Parliament or a public officer, he demands, accepts or offers or agrees to accept for himself or another person a loan, reward, advantage or other benefit as consideration for cooperation, assistance, exercise of influence or an act or omission in connection with-
 - (i) anything mentioned in paragraph (a)(iii) or (iv); or
 - (ii) the appointment of any person, including himself, to an office;
- (e) he gives, offers or agrees to give or offer to a member of the Legislative Assembly or a public officer a loan, reward, advantage or other benefit of any kind as consideration for cooperation, assistance, exercise of influence or an act or omission in connection with-
 - (i) anything mentioned in paragraph (a)(iii) or (iv); or
 - (ii) the appointment of any person, including himself, to an office; or
- (f) having made a tender to obtain a contract with the Government-
 - (i) he gives, offers or agrees to give or offer to another person who has made a tender or to a member of that person's family, or to another person for the benefit of that person, a reward, advantage or other benefit as consideration for the withdrawal of the tender of that person; or
 - (ii) he demands, accepts or offers or agrees to accept from another person who has made a tender a loan, reward, advantage or other benefit as consideration for the withdrawal of his tender.

(2) A person who commits an offence under this section is liable on conviction on indictment to imprisonment for a term of ten years.

Contractor subscribing to election fund

12. (1) A person who, in order to obtain or retain a contract with the Government, or as a term of any such contract, whether express or implied, directly or indirectly subscribes or gives, or agrees to subscribe or give, to any person any loan, reward, advantage or other benefit-
- (a) for the purpose of promoting the election of a candidate or a class or party of

- candidates to Parliament; or
 - (b) with intent to influence or affect in any way the result of an election conducted for the purpose of electing persons to serve in Parliament, commits an offence.
- (2) A person who commits an offence under this section is liable on conviction on indictment to imprisonment for a term of ten years.

Breach of trust by public officer or by a member of Parliament

13. A public officer or a member of Parliament who, in connection with the duties of his office, commits fraud or a breach of trust is liable on conviction on indictment to imprisonment for a term of five years, whether or not the fraud or breach of trust would be an offence if it were committed in relation to a private person.

Selling or purchasing office

14. A person who-
- (a) purports to sell or agrees to sell an appointment to or a resignation from a public office, or a consent to any such appointment or resignation, or receives or agrees to receive a reward or profit from the purported sale thereof; or
 - (b) purports to purchase or gives a loan, reward, advantage or other benefit for the purported purchase of any such appointment, resignation or consent, or agrees or promises to do so, commits an offence and is liable on conviction on indictment to imprisonment for a term of five years.

Influencing or negotiating appointments or dealing in offices

15. A person who-
- (a) receives, agrees to receive, gives or procures to be given, directly or indirectly, a loan, reward, advantage or other benefit as consideration for cooperation, assistance or exercise of influence to secure the appointment of any other person to a public office;
 - (b) solicits, recommends or negotiates in any manner with respect to an appointment to or resignation from a public office, in expectation of a direct or indirect loan, reward, advantage or other benefit; or
 - (c) keeps without lawful authority, the proof of which lies on him, a place for transacting or negotiating any business relating to-
 - (i) the filling of vacancies in public offices;
 - (ii) the sale or purchase of public offices; or
 - (iii) appointments to or resignations from public offices, commits an offence and is liable on conviction on indictment to imprisonment for a term of five years.

False claims by public officers

16. A public officer who-

- (a) is employed in such a capacity as to require him or enable him to furnish returns or statements relating to any sum payable or claimed to be payable to himself or to any other person, or relating to any other matter required to be certified for the purpose of any payment of money or delivery of goods to be made to any person; and
- (b) makes a return or statement relating to any such matter which is, to his knowledge, false in any material particular, commits an offence.

Abuse of office

17. (1) A public officer or a member of Parliament who intentionally does, or directs to be done, in abuse of the authority of his or her office, any arbitrary act prejudicial to the rights of another person commits an offence and is liable on conviction on indictment to imprisonment for a term of four years.
- (2) If a public officer or a member of the Parliament intentionally does, or directs to be done, the act under subsection (1) for the purposes of a loan, reward, advantage or other benefit, the public officer or the member of Parliament commits an offence and is liable on conviction on indictment to imprisonment for a term of five years.

False certificates by public officers or by members of Parliament

18. A public officer or a member of Parliament who is authorised or required by law to give any certificate relating to any matter by virtue whereof the rights of any person may be prejudicially affected, gives a certificate which is, to his knowledge, false in any material particular, commits an offence.

Conflicts of interests

19. (1) Where a government entity proposes to deal with a company, partnership or other undertaking in which -
- (a) a public officer of the entity;
 - (b) a member of Parliament; or
 - (c) a member of the family, or an associate, of any person specified in paragraphs (a) or (b), has a direct, indirect or beneficial interest in such company, partnership or undertaking; or
 - (d) any person specified in paragraphs (a), (b) or (c) holds more than ten per cent of the total issued share capital or of the total equity participation in such company, partnership or other undertaking, the public officer or the member of the Legislative Assembly shall forthwith disclose, in writing, to that government entity, the nature of such interest.
- (2) Where in relation to a government entity -
- (a) a public officer of the entity;
 - (b) a member of Parliament; or
 - (c) a member of the family, or an associate, of either the public officer or the member of

Parliament, has a personal interest in a decision which the government entity is to take, that public officer or member of Parliament shall forthwith disclose, in writing, to the government entity, the nature of that personal interest.

- (3) A public officer or member of Parliament who fails to disclose an interest in accordance with subsection (1) or (2) and who votes or otherwise takes part in proceedings or decisions of the government entity relating to such interest commits an offence and is liable on conviction on indictment to imprisonment for a term of five years.

Duty of a public officer and member of Parliament to whom a bribe is offered etc.

20. (1) A public officer or a member of Parliament to whom any loan, reward, advantage or other benefit is given, promised, or offered, in contravention of any provision of this Act shall, at the earliest opportunity thereafter, report to the Commission such loan, reward, advantage or other benefit together with the name, if known, of the person who gave, promised or offered such loan, reward, advantage or other benefit to him.
- (2) A person who fails to comply with subsection (1) commits an offence and is liable on summary conviction to a fine of twenty thousand dollars or to imprisonment for a term of two years or to both.
- (3) A person from whom any loan, reward, advantage or other benefit has been solicited or obtained, or an attempt has been made to obtain such loan, reward, advantage or other benefit, in contravention of any provision of this Act shall, at the earliest opportunity thereafter, report such soliciting or obtaining of, or attempt to obtain, the loan, reward, advantage or other benefit together with the full and true description and, if known, the name of the person who solicited, or obtained, or attempted to obtain, the loan, reward, advantage or other benefit from him to the Commission.
- (4) A person who fails, without reasonable excuse, to comply with subsection (3) commits an offence and is liable on conviction on indictment to a fine of ten thousand dollars or to imprisonment for a term of two years or to both.
- (5) A public officer or a member of Parliament who has reasonable cause to believe that another public officer or a member of Parliament has-
- (a) solicited;
 - (b) accepted or obtained; or
 - (c) agreed to accept or obtain;
- any loan, reward, advantage or other benefit in contravention of any provision of this Act, shall, at the earliest opportunity thereafter, report such belief to the Commission and shall provide the name, if known, of the person who gave, promised or offered such loan, reward, advantage or other benefit to the public officer or the member of the Legislative Assembly.
- (6) A person who fails, without reasonable excuse, to comply with subsection (5) commits an offence and is liable on conviction on indictment to a fine of ten thousand dollars or to imprisonment for a term of two years or to both.
- (7) A person who commits an act of victimisation against a person who has made a disclosure

under subsection (1), (3) or (5) commits an offence and is liable on summary conviction to imprisonment for a term of two years.

(8) In this section, “victimisation” means an act-

- (a) which causes injury, damage or loss;
- (b) of intimidation or harassment;
- (c) of discrimination, disadvantage or adverse treatment in relation to a person’s employment; or
- (d) amounting to threats of reprisals.

Secret commissions

21. (1) A person commits an offence who-

- (a) gives, offers or agrees to give or offer to an agent any loan, reward, advantage or other benefit as consideration for doing or forbearing to do, or for having done or forborne to do, any act relating to the affairs or business of his principal or for showing or forbearing to show favour or disfavour to any person with relation to the affairs or business of his principal; or
- (b) being an agent, demands, accepts or offers or agrees to accept from any person any loan, reward, advantage or other benefit as consideration for doing or forbearing to do, or for having done or forborne to do, any act relating to the affairs or business of his principal or for showing or forbearing to show favour or disfavour to any person with relation to the affairs or business of his principal; or
- (c) with intent to deceive a principal, gives to an agent of that principal, or, being an agent, uses with intent to deceive his principal, a receipt, an account or other writing-
 - (i) in which the principal has an interest;
 - (ii) that contains any statement that is false or erroneous or defective in any material particular; and
 - (iii) that is intended to mislead the principal.

(2) A person who commits an offence under this section is liable on conviction on indictment to imprisonment for a term of five years.

Bribing a foreign public officer

22. (1) Subject to sections 23 and 24, a person who, in order to obtain or retain an advantage in the course of business, directly or indirectly promises, gives, offers or agrees to give or offer a loan, reward, advantage, or benefit of any kind to a foreign public officer for his benefit or for the benefit of another person or to any person for the benefit of a foreign public officer-

- (a) as consideration for an act or omission by the foreign public officer in connection with the performance of the officer’s duties or functions; or
- (b) to induce the foreign public officer to use his position to influence any acts or decisions of the foreign country or public international organisation for which the officer performs duties or functions, commits an offence.

- (2) A person who contravenes subsection (1) is liable on conviction on indictment to imprisonment for a term of fourteen years.
- (3) Where it appears to the Director of Public Prosecutions that any person to which this section applies, or an officer, director, employee, agent, or stockholder thereof, is engaged, or about to engage, in any act or practice which contravenes subsection (1), the Director of Public Prosecutions may, in his discretion, apply to the Grand Court for an order to enjoin such act or practice, and the court may, if it is satisfied upon the evidence, that such person is so engaged or is about to be so engaged as alleged, order a permanent injunction or a temporary restraining order without requiring a bond.

Savings provision relating to section 22

23. A person has not committed an offence under section 22 if the loan, reward, advantage or other benefit-

- (a) is permitted or required under the laws of the foreign country or public international organisation for which the foreign public officer performs duties or functions; or
- (b) was made to pay the reasonable expenses incurred in good faith by or on behalf of the foreign public officer that are directly related to-
 - (i) the promotion, demonstration or explanation of the person's products and services; or
 - (ii) the execution or performance of a contract between the person and the foreign country for which the officer performs duties or functions.

Facilitation payments

24. (1) For the purpose of section 22, a payment is not a loan, reward, advantage or other benefit to obtain or retain an advantage in the course of business, if -

- (a) the value of the payment is small;
- (b) it is made to expedite or secure the performance by a foreign public officer of any act of a routine nature that is part of the foreign public officer's duties or functions, including-
 - (i) the issuance of a permit, licence or other document to qualify a person to do business;
 - (ii) the processing of official documents, such as visas and work permits;
 - (iii) the provision of services normally offered to the public, such as mail pick-up and delivery, telecommunication services and power and water supply; and
 - (iv) the provision of services normally provided as required, such as police protection, loading and unloading of cargo, the protection of perishable products or commodities from deterioration or the scheduling of inspections related to contract performance or transit of goods; and
- (c) as soon as practicable after the payment and the act of a routine nature performed by the foreign public officer occurred, the person made a record of the payment and the

act and either the following applies-

- (i) the person has retained that record at all relevant times; or
 - (ii) that record has been lost or destroyed because of the actions of another person over whom the first-mentioned person had no control, or because of a non-human act or event over which the first-mentioned person had no control, and the first-mentioned person could not reasonably be expected to have guarded against the bringing about of that loss or that destruction.
- (2) For the purposes of this Act, an “act of a routine nature” does not include a decision to award new business or to continue business with a particular party, including a decision on the terms of that business, or encouraging another person to make any such decision.
- (3) A report under this section shall set out-
- (a) the value of the payment concerned;
 - (b) particulars of the act of a routine nature that was sought to be expedited or secured by the payment;
 - (c) the date or dates on which the payment was made and on which the act of a routine nature occurred;
 - (d) the identity of the relevant foreign public official; and
 - (e) the signature of the person who has made the report or some other means of verifying the person's identity.

False statements to the Commission

25. (1) Where a person makes or causes any other person to make to the Commission or to an investigating officer, in the course of the Commission or such investigating officer exercising any power conferred by this Act, any statement which to the knowledge of the person making the statement, or causing the statement to be made-
- (a) is false or intended to mislead; or
 - (b) is not consistent with any other statement previously made by such person to any other person having authority or power under any law, or otherwise, to receive, or require to be made, such other statement regardless whether or not the person making the statement is under any legal or other obligation to tell the truth, he commits an offence and is liable on summary conviction to a fine of ten thousand dollars or to imprisonment for a term of three years or to both.
- (2) Where a person, who has made a statement to the Commission or to an investigating officer, in the course of the Commission or such investigating officer exercising any power conferred by this Act, subsequently thereto makes any other statement to any person having authority or power under any law, or otherwise, to receive, or require to be made, such other statement, regardless of whether or not the person making the statement is under a legal or other obligation to tell the truth that person, if such other statement-
- (a) is inconsistent with any statement previously made to the Commission or to an investigating; and

- (b) is made wilfully, he commits an offence and is liable on conviction to a fine of one thousand dollars or to imprisonment for a term of three months or to both.
- (3) For the avoidance of doubt, it is declared that for the purposes of subsection (1)(b) and subsection (2), any statement made in the course of any legal proceedings before any court, whether civil or criminal, or any statement made by any person in the course of any disciplinary proceedings, whether such legal proceedings or disciplinary proceedings are against the person making the statement or against any other person, shall be deemed to be a statement made to a person having authority or power under law to receive the statement so made.

Note: some of these offences can be committed only by a public officer or a Member of Parliament while others (specifically those in Section 21) can be committed by any member of the public.

Appendix 3 - The Jakarta Principles

- **MANDATE:** ACAs shall have clear mandates to tackle corruption through prevention, education, awareness raising, investigation and prosecution, either through one agency or multiple coordinated agencies;
 - **COLLABORATION:** ACAs shall not operate in isolation. They shall foster good working relations with state agencies, civil society, the private sector and other stakeholders, including international cooperation;
 - **PERMANENCE:** ACAs shall, in accordance with the basic legal principles of their countries, be established by proper and stable legal framework, such as the Constitution or a special law to ensure continuity of the ACA;
 - **APPOINTMENT:** ACA heads shall be appointed through a process that ensures his or her apolitical stance, impartiality, neutrality, integrity and competence;
 - **CONTINUITY:** In the event of suspension, dismissal, resignation, retirement or end of tenure, all powers of the ACA head shall be delegated by law to an appropriate official in the ACA within a reasonable period of time until the appointment of the new ACA head;
 - **REMOVAL:** ACA heads shall have security of tenure and shall be removed only through a legally established procedure equivalent to the procedure for the removal of a key independent authority specially protected by law (such as the Chief Justice);
 - **ETHICAL CONDUCT:** ACAs shall adopt codes of conduct requiring the highest standards of ethical conduct from their staff and a strong compliance regime;
 - **IMMUNITY:** ACA heads and employees shall have immunity from civil and criminal proceedings for acts committed within the performance of their mandate. ACA heads and employees shall be protected from malicious civil and criminal proceedings;
 - **REMUNERATION:** ACA employees shall be remunerated at a level that would allow for the employment of sufficient number of qualified staff;
 - **AUTHORITY OVER HUMAN RESOURCES:** ACAs shall have the power to recruit and dismiss their own staff according to internal clear and transparent procedures;
 - **ADEQUATE AND RELIABLE RESOURCES:** ACAs shall have sufficient financial resources to carry out their tasks, taking into account the country's budgetary resources, population size and land area. ACAs shall be entitled to timely, planned, reliable and adequate resources for the gradual capacity development and improvement of the ACA's operations and fulfillment of the ACA's mandate;
 - **FINANCIAL AUTONOMY:** ACAs shall receive a budgetary allocation over which ACAs have full management and control without prejudice to the appropriate accounting standards and auditing requirements;
 - **INTERNAL ACCOUNTABILITY:** ACAs shall develop and establish clear rules and standard operating procedures, including monitoring and disciplinary mechanisms, to minimize any misconduct and abuse of power by ACAs;
 - **EXTERNAL ACCOUNTABILITY:** ACAs shall strictly adhere to the rule of law and be accountable to mechanisms established to prevent any abuse of power;
 - **PUBLIC REPORTING:** ACAs shall formally report at least annually on their activities to the public;
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- **PUBLIC COMMUNICATION AND ENGAGEMENT:** ACAs shall communicate and engage with the public regularly in order to ensure public confidence in its independence, fairness and effectiveness.