

We believe that a commitment to Ethical principles and responsibility makes good moral and business sense and complements our core business strategy and corporate values. Our policy is based on the following principles:

- **To minimise the impact and maximise the benefits that our work has on the environment and people around us.**
- **To integrate Ethical considerations into all our business decisions.**
- **To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.**
- **Build and maintain the highest trading standards amongst our suppliers and customers.**
- **To review, annually report, and to continually strive to improve our Ethical performance.**

We strongly oppose the exploitation of workers and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.

In developing our strategy and setting out our policy we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach will continue to evolve as we learn lessons and progress.



**J. Cole**  
**Managing Director**