

Code of Conduct Policy Statement

Our business has been built up on trust and reputation which has been enhanced by our culture of ethical conduct.

We strive to set ourselves the highest standards in our personal and business practices and we continually implement strategies to ensure that we act with honesty, fairness and integrity at every level.

As such every member of staff has to sign up to our code of conduct which sets out our expectations:

We prohibit;

- Conflicts of interest between personal and professional relationships
- Misuse of confidential information
- The payment of bribes or inducements
- Any form of illegal activity

It respects;

- Customer privacy
- Fair competition
- Human rights

Employees are made aware of the code through;

- Training
- Communication

The code of conduct will be regularly maintained and reviewed on a continual basis.

August 4th 2015

Signed by:



Clive Beardmore
Managing Director