



Group Policies

Ethical Trading Policy

We are committed to carrying out all dealings with clients, suppliers, sub-contractors, and its own staff in a fair, open, and honest manner. It is also committed to complying with all legislative and regulatory requirements that impinge on its business activities.

The Company will communicate fully and openly with customers regarding costs of work undertaken and will provide accurate and honest guidance and advice to customers to ensure their requirements are met.

The Company will strive to develop positive relationships with suppliers to ensure both parties understand each other's problems and requirements. It will not use current or potential contracts to coerce suppliers into unsustainable offers.

The Company will treat its staff fairly in all aspects of their employment, valuing their contribution to the achievement of Company Objectives and providing them with opportunities for training and development where appropriate to both parties' needs.

The Company will not tolerate any dishonest or illegal activities. It will investigate all instances of suspected fraud, theft or malpractice and will always instigate prosecution proceedings or disciplinary action where these suspicions are shown to be valid.

Mark Smith
Chief Executive Officer

Date: January 2026
Review Date: January 2027