### 1. **Purpose**

- <<Company Name 1.1 responsible corpora
- 1.2 Through its busines human rights and b
- 1.3 Further the Compa whose work contri employees and age
- 1.4 The Company is a essential that all adhere to this policy
- 1.5 This policy is nonshould be considered

#### 2. **Human Rights**

- 2.1 The Company is ve inhuman or degrad freedom of thought,
- 2.2 The Company will e entitled to their hum Rights and the Hum
- 2.3 The Company will company or organis or who breach the activities.

#### 3. Workers' Rights

- legislation as the mi
- 3.3
- 3.4 Workers should be engagement from the wage that they rece work and any lega

committed to the practice of

seeks to protect and promote the nplovees and agents.

tecting the rights of all of those f the Company, including those mpany.

ating bribery and corruption. It is associated with the Company or receiving bribes of any form.

ects of the Company's business

use of slavery in all forms; cruel, any attempt to control or reduce

ovees, agents and contractors are e Universal Declaration of Human

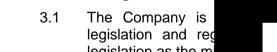
ess arrangement with any person, ld the human rights of its workers e affected by the organisation's

g with all relevant employment regards such regulations and commended standard.

on the basis of age, gender, race, er reassignment, marital status or equally. Workers with the same equal pay for equal work.

or forming a staff association or ny detriment as a result of joining,

conditions of their employment or brkers must be made aware of the be paid, the hours that they must heir protection and any overtime



- 3.2 No worker should b sexual orientation, pregnancy. All wor experience and qua
- No worker should b trade union, nor sh or failing to join, any

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provisions. Workers maternity / paternity

3.5 The Company does form, or bullying in a

a minimum.

### 4. **Environmental Issues**

- 4.1 The Company is activities to a minin help achieve this a <<e.g. relevant office
- 4.2 As an absolute min environmental laws

#### 5. **Conflicts of Interest**

- 5.1 The Company holds those with whom it of interest potentia partners.
- 5.2 In order to help pres developed a Corpo guidelines concern minimising the po associated with bri and Gifts Policy are
- 5.3 All officers, employ act honestly and wit

#### 6. Information and Confider

- 6.1. Information received not be used for any that for which it was
- 6.2 The Company will requirements of the means all applicat Kingdom applicable the UK GDPR (the Regulation ((EU) 20 Scotland, and Nortl (Withdrawal) Act 20 thereunder); and t 2003 as amended.

#### 7. [Shareholders and Invest

The Company, its officers,

d such annual leave, sick leave, ave as is granted by legislation as

al punishment, harassment in any

the environmental impact of its an Environmental Policy in order nmental Policy are available from

ensure that it meets all applicable it may be operating.

uccess the trust and confidence of uppliers and employees. Conflicts onship of the Company with its

se relationships the Company has s Policy, which provide rules and officers and employees aimed at interest and at avoiding risks pies of the Corporate Hospitality evant officer or URL >>.

of the Company are expected to

ors or agents of the Company will be used for any purpose beyond

at it complies with all applicable tion. "Data Protection Legislation" from time to time in the United rivacy including, but not limited to, n of the General Data Protection of the law of England and Wales, section 3 of the European Union Act 2018 (and regulations made nic Communications Regulations

tatives are committed to ensuring

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that no act or omission whi deliberately, negligently or investors in the Company of and which would have the effect of e shareholders, creditors or other

## 8. Suppliers and Partners

- 8.1 The Company expe similar ethical and r
- 8.2 The Company will before entering into to request informati goods supplied.
- 8.3 The Company rese arrangement with contravention of the

tners to work towards and uphold

record of potential new suppliers r, the Company reserves the right ing the production and sources of

aw from any agreement or other who is found to have acted in Ethical Policy.

# 9. Bribery and Corruption

- 9.1 The Company is full making of facilitation
- 9.2 Employees and an agents, subsidiaries receive any type of
- 9.3 All employees are e within the Compan from <<e.g. relevan
- 9.4 Should any employ issuing gifts and ho available from <<e.
- 9.5 The Company use principles on briber Secretary of State in
- 9.6 If an employee or bribe, he/she will disciplinary action.
- 9.7 Anyone found guilt remedial costs such

o any acts of bribery and to the the Bribery Act 2010.

ated with the Company such as are not permitted to either offer or ayment.

suspicion of corruption or bribery e Whistleblowing Policy available

n be in doubt when receiving or er to the Gift and Hospitality Policy

ours to implement the guidance published, from time to time, by n 9 of the Bribery Act 2010.

and guilty of giving or receiving a valiable and may be subject to

sponsible for bearing any related expenses.

### This policy has been approved

Name: <<Insert

Position: <<Insert

ırces Manager>>

Date: <<Date>:

Signature: