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1. Purpose

- 1.1 <<Company Name>> is committed to the practice of responsible corporate citizenship.
- 1.2 Through its business activities, the Company seeks to protect and promote the human rights and basic interests of its employees and agents.
- 1.3 Further the Company is committed to protecting the rights of all of those whose work contributes to the success of the Company, including those of its suppliers, contractors, subcontractors and agents.
- 1.4 The Company is also committed to preventing bribery and corruption. It is essential that all employees, agents and contractors of the Company adhere to this policy and do not offer or receive bribes of any form.
- 1.5 This policy is non-retaliatory and applies to all aspects of the Company's business activities.

2. Human Rights

- 2.1 The Company is vehemently opposed to the use of slavery in all forms; cruel, inhuman or degrading treatment; and any attempt to control or reduce the freedom of thought, expression, movement or assembly.
- 2.2 The Company will ensure that all employees, agents and contractors are entitled to their human rights as defined in the Universal Declaration of Human Rights and the Human Rights Act 1998.
- 2.3 The Company will not enter into any business arrangement with any person, company or organisation that would compromise the human rights of its workers or those who are directly or indirectly affected by the organisation's activities.

3. Workers' Rights

- 3.1 The Company is committed to complying with all relevant employment legislation and regulations and to exceeding the minimum standards recommended by such regulations and legislation as the moral and ethical standard.
- 3.2 No worker should be discriminated against on the basis of age, gender, race, religion, ethnicity, sexual orientation, marital status, pregnancy, or any other characteristic. All workers should be paid equally. Workers with the same experience and qualifications should be paid equal pay for equal work.
- 3.3 No worker should be prevented from joining or forming a staff association or trade union, nor should any worker suffer any detriment as a result of joining, or failing to join, any such association or union.
- 3.4 Workers should be consulted on any changes to the conditions of their employment or any other matters that affect their interests. Workers must be made aware of the terms and conditions of their employment, the wages that they must be paid, the hours that they must work, and any other matters that affect their protection and any overtime

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provisions. Workers
maternity / paternity
a minimum.

and such annual leave, sick leave,
leave as is granted by legislation as

3.5 The Company does
form, or bullying in a

al punishment, harassment in any

4. Environmental Issues

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4.1 The Company is
activities to a minim
help achieve this a
<<e.g. relevant offic

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

4.2 As an absolute min
environmental laws

ensure that it meets all applicable
it may be operating.

5. Conflicts of Interest

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5.1 The Company holds
those with whom it
of interest potentia
partners.

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

5.2 In order to help pres
developed a Corpo
guidelines concern
minimising the po
associated with bri
and Gifts Policy are

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

5.3 All officers, employ
act honestly and wi

of the Company are expected to

6. Information and Confider

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6.1. Information received
not be used for any
that for which it was

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

6.2 The Company will
requirements of the
means all applicab
Kingdom applicable
the UK GDPR (the
Regulation ((EU) 20
Scotland, and Nort
(Withdrawal) Act 20
thereunder); and t
2003 as amended.

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

7. [Shareholders and Invest

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The Company, its officers,

tatives are committed to ensuring

that no act or omission which is deliberate, negligent or reckless and which would have the effect of prejudicing the interests of the shareholders, creditors or other investors in the Company or the Company's ability to pay its debts.

and which would have the effect of prejudicing the interests of the shareholders, creditors or other investors in the Company or the Company's ability to pay its debts.

8. Suppliers and Partners

8.1 The Company expects its suppliers and partners to work towards and uphold similar ethical and moral standards.

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8.2 The Company will not enter into a contract with a new supplier before entering into a contract with an existing supplier. The Company reserves the right to request information from a new supplier regarding the production and sources of goods supplied.

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8.3 The Company reserves the right to terminate any arrangement with a supplier or partner in the event of a contravention of the terms of the arrangement.

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9. Bribery and Corruption

9.1 The Company is forbidden from making or facilitating any bribe or corrupt payment.

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9.2 Employees and agents, subsidiaries and other persons associated with the Company are not permitted to either offer or receive any type of bribe or corrupt payment.

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9.3 All employees are encouraged to report any suspicion of corruption or bribery to the Company in accordance with the Whistleblowing Policy available from <<e.g. relevant internal channels>>.

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9.4 Should any employee be in doubt when receiving or offering gifts and hospitality, they should refer to the Gift and Hospitality Policy available from <<e.g. relevant internal channels>>.

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9.5 The Company uses the guidance published by the Secretary of State in the Bribery Act 2010 to implement the guidance published, from time to time, by the Secretary of State in the Bribery Act 2010.

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9.6 If an employee or agent is found guilty of giving or receiving a bribe, he/she will be subject to disciplinary action.

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9.7 Anyone found guilty of giving or receiving a bribe will be responsible for bearing any related remedial costs such as legal fees and expenses.

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This policy has been approved & signed by:

Name: <<Insert Name>>

Position: <<Insert Position>>

Position: <<Insert Position>>

Date:

<<Date>>

Signature:

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