

We take very seriously our code of business ethics which sit at the core of our business operations in our strive to deliver a highly consistent and exemplar performance for our clients, our company and our shareholders. These are:

1. Integrity

Our business is built on trust for both those who work with us and for us. We aim to;

- Be fair and open and honest with all
- Not walk past what is wrong or unsafe
- Keep our promises and be true to our word
- Support those doing the right thing
- Will not offer inappropriate gifts to influence any decision

2. Teamwork

Teamwork is the key and foundation to our success and we understand and embrace its value in the our business and the workplace:

- We listen to each other and share knowledge
- We willingly combine our expertise
- We work at creating excellent relationships

3. Excellence

We aim to achieve excellence in everything we do, we should improve and exceed expectations:

- We do not tolerate underperformance in ourselves or others
- We will not compromise on safety or quality
- We constantly look for innovative and creative solutions
- We will provide a safe, health work environment

4. Respect

- We care about how our actions affect others and the wider environment
- We treat everyone equally and embrace difference and treat everyone with dignity
- We encourage everyone to achieve their maximum potential
- We appreciate the skills and abilities of others
- We will not participate in the inappropriate use of social media

Steve Davis
Managing Director
1st January 2016