



Business Ethics Policy Statement ^{v3.4}

C. C. Contracting Ltd and its Employees will demonstrate integrity, professionalism and honesty at all times in its business dealings and relationships. Furthermore, the Company will conduct its business in a manner that is competent, efficient, fair and impartial. The Company takes pride in its transparent and honest approach to its business and aims to gain the trust and respect of its customers through excellence in the services that it provides.

Employees, Customers, Suppliers and Competitors

The Company is an equal opportunities employer and, as such, all Employees are treated in a dignified and respectful manner. C. C. Contracting Ltd is committed to providing Employees with a safe workplace and the Company will not tolerate harassment of any form. Furthermore, Employees will be remunerated fairly and punctually for the work they undertake for the Company.

The Company aims to build long-term relationships with its customers through competence, efficiency, honesty and integrity. The confidentiality of information obtained in relation to the Company's customers through its business dealings will be respected. Furthermore, the Company aims to be transparent in its advertising and public statements, avoiding misleading information.

The Company's choice of suppliers will be made objectively, based on factors such as price, quality, delivery, service and integrity. Furthermore, it will oversee its business-related transactions in a timely, honest and transparent manner.

The Company will compete lawfully and fairly with other businesses and will build its reputation on the basis of its performance alone. It will not, and nor will its Employees, seek to damage the reputation of its competitors.

Health and Safety and the Environment

The Company is committed to providing a safe and healthy working environment for all of its Employees and visitors. All site Employees are trained in safe procedures and are required to wear PPE at all times whilst on site. The Company's *Health and Safety Policy* addresses this in greater detail.

The Company respects the need to protect the environment and operates in a manner that reasonably minimises the negative impact of its work. However, given the nature of the work undertaken by the Company, this is not always possible.



Government, Regulators and Legislators

C. C. Contracting Ltd seeks to comply with all legislation affecting its business. It will meet its tax obligations, aim to follow best practice and comply with all relevant health and safety regulations.

Bribes and Corrupt Practice

The Company does not permit the direct or indirect offer, payment, solicitation or acceptance of bribes in any form. The Company's *Anti-Bribery Policy* addresses this issue in greater detail.

Signed:

Peter Child
Managing Director