

## **Policy Statement**

# **Ethics**

Mick George Ltd (MGL) requires all of its employees, and Directors to carry out their business and perform their duties to the highest ethical standards and in compliance with all relevant legal principles. This standard of behaviour and performance is maintained in the company's dealings with employees, customers, suppliers, and all other stakeholders.

We reserve the right to refuse service to any customer and stop trading with any supplier who we believe to be acting unethically.

### **Conflict of Interest**

The Company respects the rights of employees to manage their personal affairs and investments and does not wish to intrude upon their personal lives. At the same time, employees should avoid any situation that may involve a conflict between their personal interests and the interests of the Company. A "conflict of interest" occurs when our private interests interfere in any way with the interests of the Company.

### **Employees**

All employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin. Employees are offered a safe and healthy workplace and the company will not tolerate any form of harassment. In addition, we will ensure;

- Business dealings will be dealt with fairly and honestly by all staff.
- Sensitive and confidential Information will be dealt with as appropriate by all staff.
- Any conflicts of interest involving employees will be avoided and the matter referred to line managers or directors.

### **Customers**

The company will take all reasonable care to avoid misleading statements, concealment, and overstatement in all of its advertising and public statements. It will seek to build long term partnerships with its customers by being honest and straightforward in its dealings at all times. It will respect the confidentiality of any information that it might obtain in relation to its customers. In addition;

- We will always provide our customers with options for the most environmentally friendly method of treatment of their waste or other service requirements.
- We will ensure that we are well informed with changes to the waste and construction industries to ensure that our customers are aware of changes that affect them and any alternative processes or materials that may become available relevant to the services that we provide them.

### **Suppliers**

Suppliers will be chosen on the basis of factors such as price, quality, delivery, service, and integrity. The company's choice of suppliers will be made objectively. Honesty and openness will be paramount in the company's dealings with its suppliers.

- Suppliers must conduct their business in a manner which recognises the entitlement of all individuals to be treated equitably with dignity and respect and to work in an environment free from harassment, physical and verbal abuse, threats or intimidation of any description.
- Suppliers must comply with all applicable legislation concerning life insurance, health insurance, retirement benefits and workers' compensation.
- Suppliers must comply with relevant legislation and regulations applicable to their business.

**Competitors**

The company will build its reputation on the basis of its performance alone. It will compete vigorously and lawfully and will not compete unfairly with others. It will not seek to damage the reputation of its competitors either directly or by implication.

**Regulators**

The company will comply with all relevant legislation affecting its operations, and follow best practice in corporate governance.

- We will maintain a good relationship with our regulators and will assist them in their work and be completely open with them.
- We will report incidents in accordance with current requirements and show transparency in our operations and ensure that such information is provided in a timely manner.

**Environment**

The company respects the environment and the need to minimise the impact its operations have upon it. It is engaged in a continuous programme of improvement on environmental issues and opens itself to independent third party verification, inspection, and certification of its progress.

- We will strive to maximise the efficient use of our resources particularly with respect to our vehicle fleet, in line with our Environmental and Energy Policy.
- We will ensure that potential impacts to the environment are always considered in operational decisions.
- We will treat all of our stakeholders with respect and openly address any issues reported to the company by any stakeholder.

This policy will be made available to our employees, those working for or on behalf of MGL and provided on request to any other interested parties. The policy will be reviewed annually, subject to changes in company procedure or legislation.

Signed:

  
Managing Director

Date: 02nd January 2018