

## **Social and Ethical Policy**

**Speedier Scaffolding Ltd aims to establish and preserve a reputation for integrity and fair dealing. The company believes that such a reputation is essential to the long-term well-being of the company itself, its shareholders, employees, customers, suppliers and the community in which it operates.**

There are six key areas:

### **Finance**

The company is required to conduct all transactions with fairness and honesty. Promises and commitments will not be given which the Company does not have the intention to fulfil, or which it does not have the resources to meet. All transactions and financial reporting by the company, both in the UK and in any other territory in which it operates, are required to be carried out with due observance of relevant laws and regulations.

### **Employees**

The company aims to achieve a highly motivated, well trained and healthy workforce. The company is required to put into place and periodically review policies in support of health and safety, equal opportunities and discrimination legislation.

### **Customers and suppliers**

The ethical behaviour of the company is dependant on the way in which individual employees conduct business on behalf of the company. In all matters, employees are required to ensure that 'acting in behalf of the company' includes the overriding requirement to uphold the company reputation for observing the highest ethical standards. The company's aim is to procure goods services from suppliers and contractors whose social and ethical practices correspond with their own.

### **Community**


The company aims to work with and support the local communities in which they operate in so far as the company impacts on the local natural and social environment. The support is tailored to meet the needs of the specific community.

### **Management responsibility**

The company's social and ethical policy is determined by the board of Directors and kept under review. The implementation of the policy is the responsibility of the line management. The company develop and keep under review policies specific to its area of operation embodying the policy principles.

**Communications**

Social and ethical issues and the company performance are matters of key interest to its stakeholders. The company communicates openly about these matters where this does not infringe upon commercial interest.

Signed  .....

Dated.....9<sup>th</sup> May 2024.....