



## Ethics Policy Statement

It is the policy of Stanford & Green to operate an Ethical Management system designed to ensure that the company conducts its business in an ethical manner which not only meets the requirements of the law but also maintains the highest standards of morality and honesty in the pursuit of its everyday business activities.

The company fully recognises and understands its obligations to carry out its business affairs in an ethical manner and has appointed the Directors as the representatives within the organisation who have the overall responsibility for all matters relating to the ethics of the company. The company manager is responsible for ensuring that the company ethics policy is upheld on a day to day basis.

Whilst the Directors of Stanford & Green will do all that is within their power to ensure the company maintains ethical business practices, it is recognised that it is the responsibility of each and every individual member of staff to act in an ethical and honest manner. It is the duty of each employee to ensure that they follow these high standards of honesty and integrity and to report any situation which they consider may impinge on the ethical behaviour of the company.

The manager of Stanford & Green will provide employees with all training and support as may be necessary to carry out their tasks honestly and ethically. However, if an employee is unsure how to perform a certain task or feels it would be detrimental to the ethics of the company to perform a specific job then it is the employee's duty to report his concerns to a manager or director.

Stanford & Green will not place business with any particular supplier nor exclude any other from providing goods or services on the grounds of favouritism or preference based on any consideration other than good value, service and a proven ability to meet its high standards and specifications.

Stanford & Green's Ethical policy will be continuously monitored and updated as and when changes in the scale and nature of our operations occur. The policy will be reviewed and updated at least annually.

Martin Stanford (Director)

A handwritten signature in black ink, appearing to read 'Martin Stanford', with a horizontal line extending to the right.

Stanford & Green