

# SOCIAL RESPONSIBILITY AND CODE OF ETHICS POLICY

(SBL-POL-004)

Simpson Booth Ltd is a socially responsible company committed to acceptable principles of health & safety, environmental management, integrity and ethical behaviour.

Our objectives include:

- ✓ Operating a sustainable business within an accepted code of ethics and integrity.
- ✓ Conducting our business activities to the highest standards of honesty, integrity and fairness.
- ✓ Placing our personnel at the forefront of our strategic development, creating an innovative environment wherein personnel and the company may realise their full potential.
- ✓ Ensuring the Health and Safety of our personnel and the environment in which we operate. This is our primary responsibility without compromise.
- ✓ Not, as a principle, practice any form of unlawful or undesirable discrimination, on the basis of sex, sexual orientation, age, race, colour, religion, beliefs, nationality or ethnic origin, gender reassignment, marital or civil partnership status or disability.
- ✓ Maintaining a stable and mutually beneficial employment relationship.
- ✓ Managing our environmental performance and those of our clients effectively.
- ✓ Create a stable working environment that encourages and generates fair development opportunities for all personnel and the local communities in which it operates.
- ✓ Demonstrating a commitment to eliminating modern slavery, human trafficking, forced labour and similar human rights abuses. Simpson Booth is committed to ensuring that its staff and any workers it supplies are not subject to behaviour or threats that may amount to modern slavery/human trafficking/forced labour.

These objectives will be achieved by:

- ✓ Effective implementation of the company Code of Business Conduct and Ethics Procedure.
- ✓ Providing appropriate training and awareness information to all staff.
- ✓ Maintaining a positive working environment that will strengthen the company business activity.
- ✓ Establishing and maintaining open dialogue with all our personnel in all major decisions that may affect them.
- ✓ Encouraging partners and suppliers to engage in the values we present in their business activities.
- ✓ Consistent compliance with local and regional legislation cognisant of and respectful to the local culture where we work.
- ✓ Ensuring effective dissemination and communication of this and all Company Policies, Guidelines and Procedures that are integral to how we do our business.

Simpson Booth Ltd will ensure compliance with local legislation and do so with respect to the support of local communities, cultures and ethical human rights, in all of our business activities.

**R. Stewart, Managing Director**  
**28<sup>th</sup> February 2022**