

## BUSINESS ETHICS POLICY STATEMENT

In recognising its obligations to all interested parties, Mixbrow Construction demands the highest ethical standards of behaviour and approach from all those who operate in the company's name and actively encourages the exposure of any practices which may injure the reputation of the company or any of its interested parties.

The company, and its directors, believe that integrity in dealings with clients is essential for the development of successful and sustainable business relationships. It takes all reasonable care to ensure that it does not give inadequate or misleading descriptions of the products and services that it provides.

The company competes vigorously, but honestly, with other companies in their respective sectors and does not attempt to acquire information regarding a competitor's business by disreputable means.

Due confidentiality of client data and commercially sensitive information is maintained at all times and complies with all relevant legislation. Information received by employees in the course of business dealings shall not be used for personal gain or for any inappropriate purpose except that for which it is expressly provided.

No employees shall give or receive money or hospitality, gifts, services, benefits in kind or other favours of significant value to or from a client or other persons who may seek to influence a client which could be construed as being or being intended to be a bribe.

The company continually strives to develop relationships with its suppliers based on a partnering approach to business and on mutual trust and endeavours to pay them promptly and in accordance with agreed terms.

Mixbrow Construction endorses this policy statement and top management acknowledge that responsibility rests with them to ensure that it is communicated, understood, implemented and maintained at all levels within the business and that it achieves its intended outcomes.

Signed

A handwritten signature in black ink, appearing to read "D Webb".

Date

March 2023

Managing Director  
For and on behalf of Mixbrow Construction