

## ETHICS POLICY

It is Cambridge Precision Limited's commitment and intent to help protect all workers from modern day unethical practices and to minimising negative impact on their human rights.

We are committed to helping eradicate unethical business practices including bribery, fraud, corruption and human rights abuses, such as modern-day slavery, child labour, human trafficking and exploitative labour.

We strive to establish robust ethical working relationships and to promote and raise awareness, with all our business partners, to help determine their own ethical standards, which are compatible with both, relevant legal requirements and our own company's commitments to eradicate unethical practices.

Objectives include:

- To conduct all business relationships with transparency, respect, honesty and integrity, and to avoid causing reputational damage or harm to others as a result of business decisions
- To treat all stakeholders fairly and impartially, without discrimination or favour
- To actively support and promote corporate social responsibility (CSR)
- To avoid any business practices which might bring the company into disrepute
- To follow processes and procedures which clearly define duties and delegate authority ensuring that all staff understand and work within agreed limits of authority
- To avoid any practices that require payment or other commitments from suppliers in order to achieve preferred or approved supplier status
- To ensure that confidentiality between buyers and suppliers is safeguarded through Non-Disclosure Agreements and confidentiality clauses in all contracts; and that any third parties involved should also sign up to these agreements
- To report immediately any illegal activity to the relevant authorities
- To take ownership of business ethics and accept accountability
- To take steps to prevent, report and remedy unethical practices
- To provide a safe environment for the reporting of unethical practices
- To establish processes that enable procurement staff to alert senior management to corrupt activity
- To be aware of, and seek to eradicate, any corrupt activity from our supply chain, including bribery; extortion or solicitation; trading in influence; money laundering; and nepotism.

This policy has become a fundamental part of the corporate business strategy and supply chain management standard, incorporating a moral compass which reflects our values, beliefs, attitudes and our commitment to continual improvement, training and capacity building in the area of ethical / sustainable trade.



**Nick Raven, Operations Director**

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