

COMPANY CORPORATE SOCIAL RESPONSIBILITY POLICY

Code of Business Ethics - this code applies to all of the operations of Malden Roofing Contractors (Sheffield) Ltd and sets out the minimum standard which the Company expects from its employees.

Basic Standards of Conduct:

- We will conduct every aspect of our business with honesty, integrity and openness, respecting human rights and the interests of our employees, customers and others.
- We will respect the legitimate interests of third parties with whom we have dealings in the course of our business.
- We will maintain the highest standards of integrity - for example, we will not promise more than we can reasonably deliver or make commitments we cannot or do not intend to keep.

Employees (The Company):

- Is committed to creating and maintaining a safe and healthy working environment for its employees.
- Will strive to create a workplace in which there is mutual trust and respect and where every person feels responsible for the performance and reputation of the Company.
- Will respect the individual and each others' rights, customs and traditions including the right to freedom of association and the right to decide whether or not to join a trade union and will negotiate in good faith with the properly elected representatives of its employees.
- Will work towards achieving a diverse workforce, recruiting, employing and promoting employees only on the basis of objective criteria and the qualifications and abilities needed for the job to be performed.
- Will maintain good communications with employees through our information and consultation procedures.
- Will assist in employees in realising their potential.

For and on behalf of MALDEN ROOFING CONTRACTORS (SHEFFIELD) LTD

D. Bullas

D. Bullas
Managing Director
11th June 2018