



BRADLEY DEMOLITION

Ethical Policy

It is our company policy to maintain the highest ethical standards and comply with all applicable laws, rules and regulations. We believe that adherence to this policy will ensure our continued success as well as earn and maintain the confidence of our clients. In order to ensure our company operates pursuant to this policy, we have established this code of ethical conduct. The following general rules apply to the implementation of this code of ethical conduct.

1. All employees must comply with this code of conduct. Any operative or employee violating this code is subject to disciplinary action, which may include demotion or dismissal.
2. All operatives/employees have a duty to report all suspected violation of the code or other potentially unethical behaviour by any operative/employee, or sub-contractor.
3. Employees in management positions are personally accountable for their own conduct and the conduct of those reporting to them. Each Management member is expected to inform those reporting to them about this code of conduct and take all necessary steps to ensure compliance with this code.
4. No operative/employee has the authority to direct, participate in, approve or tolerate any violation of this code by anyone.
5. Any operative/employee who has questions about the application of this code should consult with the company director.

Our code of ethical conduct is defined in the following summary of standards and expectations of conduct. This code of ethical conduct is the acceptable behaviour of all Bradley Demolition LTD employees, director or any member of a related sta to which the company is associated with.

Standard of Conduct

- Equal Employment and Non-discrimination – The continued success of our company is dependent upon employing the most qualified people and establishing a work environment that is free of discrimination, harassment, intimidation or coercion related to race, colour, religion, sex, age, national origin, disability or sexual orientation.
- Environmental Compliance – Our Company is committed to full compliance statutory and local environmental laws, standards and guidelines.
- Safety and Health – Our Company considers employees safety and health as one of the highest priorities. Many of the job activities, products and materials handled by our employees require strict adherence to safety procedures, rules and regulations.
- Drug and Alcohol – Our company is firmly committed to providing its employees with a safe and productive work environment to the extent possible and promoting high standards of employee health.
- Conflict of Interest – Employees must avoid situations in which their personal interests could conflict with or even appear to conflict with the interest of the company.
- Personal Financial Interests – Employees should avoid personal financial interests that might be in conflict with the interest of the company.
- Gifts and Entertainment – All forms of bribery are illegal and expressly prohibited.

Our continued company success depends on all operative/employees and Management doing the right thing at all times and maintaining the highest ethical standards. Only in this way can our company continue to earn the trust and confidence of our customers/clients.



Signed:
Andrew Hill - Director
Date: 07/12/2022