



## **Ethical Policy**

The aim of Benchmark Scaffolding is to undertake all its activities in a socially, ethically, and environmentally responsible manner and in compliance with all applicable laws and regulations.

In recognising our obligation to all stakeholders (shareholders, employees, customers, and suppliers) the company demands the highest ethical standards from all those who operate on behalf of the Company and encourages exposure of any practises that may injure the reputation of the company or its employees.

### **Employees**

All employees want and are entitled to a workplace where they feel safe, respected, and appreciated. We will not tolerate any harassment or discrimination of any kind in respect of race, colour, religion, gender, age, national origin, sexual orientation, or disability. A documented code of conduct is detailed in our Employee Handbook, which is given to all employees on induction, and clearly defines what is expected of them and what the procedures are for grievance.

Our Health, Safety and Environmental policies clearly state our determined intentions to provide a workplace environment where employees can expect to carry out their duties without the risk of incident or accident.

### **Customers**

Our customers are our livelihood, and we will carry out our business with them in a fair open and honest manner with the intention of creating an environment of trust and integrity in order to maintain successful and sustained business relationships. We will maintain confidentiality in our dealings with them and will not use any information provided by them for any inappropriate purpose or personal gain.



## *Setting the Standards*

### **Suppliers**

The company continually strives to develop strong relationships with its suppliers based on mutual trust and dependency.

We will endeavour to pay our suppliers promptly and in accordance with our agreed terms of trading and will maintain appropriate confidentiality in respect of our trading relationship.

We will always endeavour to procure materials that are produced in a manner that does not support any kind of forced, inhumane, or child labour and wherever possible, from renewable or sustainable sources.

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This policy will be reviewed annually, or as required by events.

Approved by.....

Date: ...**03-01-2023**

**Rob West**

**MD of Benchmark Scaffolding Ltd**