

## ETHICS POLICY

It is the policy of Cleveland Cable Company Limited to ensure that employees of the company conduct their business in an ethical manner which not only meets the requirements of the law but also maintains the highest standards of morality and honesty in the pursuit of everyday business activities.

The company fully recognises and understands its obligations to carry out its business affairs in an ethical manner and has appointed the Managing Director, Alastair Powell, as being the person within the organisation who has the overall responsibility for all matters relating to the ethics of the company. Individual departmental managers are responsible for ensuring that the company ethics policy is upheld on a day to day basis.

Whilst Cleveland Cable Company Limited will do all that is within its power to ensure the company maintains ethical business practices, it is recognised that it is the responsibility of each and every individual member of staff to act in an ethical and honest manner. It is the duty of each employee to ensure that they follow these high standards of honesty and integrity and to report any situation which they consider may impinge on the ethical behaviour of the company.

Where necessary, the management of Cleveland Cable Company Limited will provide all employees with any training that may be necessary to carry out their tasks honestly and ethically. However, if an employee is unsure how to perform a certain task or feels it would be detrimental to the ethics of the company to perform a specific job then it is the employee's duty to report his concerns to a Supervisor, Manager or Director.

Cleveland Cable Company Limited will not place business with any particular supplier nor exclude any other from providing goods or services on the grounds of favoritism or preference based on any consideration other than good value, service and a proven ability to meet its high standards and specifications.

Modern Slavery Act 2015 - Cleveland Cable Company Limited alongside their Supply Chain take all necessary steps to ensure that slavery and human trafficking is not taking place within the business (or in any of our supply chain).

Cleveland Cable Company Limited Ltd shall ensure that this policy will be continuously monitored and updated as and when changes in the scale and nature of our operations occur. The policy will be reviewed and updated at least annually.



Alastair Powell  
Managing Director

05<sup>th</sup> January 2023