



## Larkshill Ethical Policies

### Anti- competitive conduct

We do not engage in any form of agreement or understanding with competitors to fix prices, rig bids, allocate customers and / or restrict supply.

### Proprietary Information

We are committed to acting with integrity and protect all information in our possession that is confidential or proprietary to other parties, including customers, suppliers, joint ventures and other partners. We do not solicit, acquire, read or use the confidential or proprietary information of other parties that we know to be proprietary or restricted from disclosure.

### Raising Ethical Concerns

We are committed to having an organisational ethos where questions can be asked and concerns can be raised about ethical issues without fear of retaliation. In this regard, we have a Whistleblowing Policy in place which is available to view on page 20 of Larkshill Engineering Ltd's company handbook, document: LH Company Handbook.

### Lobbying and Political Support

We do not make corporate contributions or donations to political parties or to any organisations, think tanks, academic institutions or charities closely associated to a political party or cause. Our business has no preference over one political party over another. Any employee who wishes to take part in party politics or make personal political donations, must do so outside our organisation and in their own time.

### Conflict of Interest

Conflicts of interest raise doubts about the quality of business decisions made and the integrity of the person making those decisions. Conflicts of interest (on a personal, professional or business level), or even the appearance of a conflict of interest, must be avoided at all times. Where conflicts cannot be avoided, they must be carefully managed. All employees must actively disclose to their manager any apparent or real conflicts and must work with their manager to discuss, document and manage these conflicts.

### Competitive Behaviour/ Anti Trust

We support vigorous lawful and ethical competition and will comply with all competition or anti-trust laws wherever we do business.

A handwritten signature in black ink, appearing to read "F. Murphy", is written over a light blue horizontal line.

F Murphy, Managing Director