



Business Ethics and Integrity Trading Policy - Includes Modern Slavery Act Statement.

G M Floor Screeds Limited seeks to ensure that it only purchases goods that are produced and delivered under conditions that do not involve the abuse or exploitation of any persons. This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that we have taken and is continuing to take to ensure modern slavery or human trafficking is not taking place within our business or supply chain. G M Floor Screeds Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. We also endeavour to ensure that those goods, services or products provided do not have a significant adverse effect on the environment.

G M Floor Screeds Ltd Environmental Management system is the consideration of the Company's trading responsibility in respect of the environment is set out below:

Our Policy aims to:

- Foster and promote good labour standards forming part of ethical supply chains for goods and services.
- Raise awareness of fair and ethical trading amongst our staff, clients, suppliers, contractors, business and joint venture partners.
- Establish and continue to maintain our credibility as a purchaser of fair trading practices and ethically traded goods and services.
- Ensure that we conform to all the requirements of current legislation where applicable to the services provided by G M Floor Screed Ltd.
- Ensure that all G M Floor Screed Ltd business endeavours as conducted for all business activities are within the scope of this policy.



Codes of Conduct

G M Floor Screeds Ltd seeks to ensure that our employees, contracted employees and suppliers enjoy the following standards:

- Freely chosen employment.
- The right to collective bargaining.
- Safe, hygienic and suitable working conditions.
- No child labour.
- Appropriate living wage.
- Not subjected to excessive working hours.
- No discrimination.
- Regular employment.
- Humane treatment in all respects.
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Environment

G M Floor Screeds Ltd seeks the following environmental standards:

- Our supplier's minimum compliance should encompass all statutory and legal requirements relating to the environmental effects of their business activities.
- Our supplier's performance standards are important and whilst recognising this a matter solely for the supplier, their policies should address the following as a minimum:
 - Waste Management
 - Recycling



- Energy Use
- Energy Conservation

Business Integrity

G M Floor Screeds Ltd will always try to implement appropriate business integrity standards, in particular where they relate to the following:

- Health & Safety Policy and Management System
- Environmental Policy and Management System
- Quality Assurance Policy and Management System
- Equal Opportunities & Diversity Policy and Management System
- Training & Development Policy and Management System
- Corporate & Social Responsibility Policy and Management System
- Business Ethics & Integrity Trading Policy and Management System
- Meet all legislative requirements

We implement these policies in partnership with our suppliers as a shared responsibility. G M Floor Screeds Ltd principles for operating this code will be:

- A duty to communicate its commitment at ALL levels of employees and suppliers
- A duty to provide training
- A duty to undertake an audit and verification of our code of conduct

Our supplier's principles for operating this code will be:

- Complete and return evaluation documents when required
- Accept responsibility for labour and environmental conditions of products
- Create and maintain a clear statement of compliance