



## **ETHICS POLICY**

**GHPC Group Ltd places a strong emphasis on achieving a high ethical standard based on integrity, trust, and honesty, in all its business operations.**

Our ethical commitment:

- **Legal** complying with all national and local legislation and regulations.
- **Accounting** maintaining adequate, reliable, truthful and accurate accounting records compliant with prescribed standards.
- **Competition** competing honestly and fairly without damaging the reputation of our competitors either directly or by implication.
- **Confidentiality** maintaining the privacy of information relating to employees, clients, suppliers and other interested third parties under the appropriate legislation.
- **Conflict of Interest** conducting business with the highest standards of integrity and honesty and requiring staff to disclose any situations where their integrity may be challenged by outside business interests.
- **Gifts/Hospitality/Favours** accepting gifts, hospitality or favours which are legal, ethical and of modest value, and which will not influence business decisions. Gifts, hospitality and favours will never be solicited by the Company or its employees. All spending on gifts and hospitality will be properly authorised and recorded.
- **Respect** treating our employees, clients, suppliers and other third parties with dignity and respect at all times as well as carrying out our business activities with the highest regard for the environment and the local communities in which we operate.

**The Directors of GHPC Group Ltd will monitor and review this policy on an annual basis.**

A handwritten signature in black ink, appearing to read 'Paul Davies'.

**Paul Davies**  
**Managing Director**