

CODE OF CONDUCT

As a Company, Central Industrial Services Limited and its staff are committed to the principles of honesty, integrity, ethics and fair play in the delivery of our services. It is expected that our staff and suppliers will conduct business operations, requests for services, procurement and recruitment in an open, honest, ethical, fair and impartial manner.

Our top priority is to provide a safe, injury and illness free environment adhering to all current and future applicable Health, Safety and Environmental legislation and laws that protect workforce safety. We expect all employees, sub-contractors and suppliers to work in a safe manner and to the same principles as CIS as a minimum.

As an equal opportunities employer all positions are available to applicants without discrimination, regardless of their race, colour, gender, sexual orientation, religion, age, disability or any other legally protected status. We do not and never will employ or tolerate the employment of Child Labour, Slavery, Human Trafficking or any other form of forced or involuntary labour. All work will be conducted voluntarily without threat of sanction or penalty for a fair remuneration and in accordance with legal minimum requirements and without any unauthorised deductions in accordance with the applicable laws. Employees will have the right to freedom of association, collective bargaining and a grievance procedure which allows work place concerns to be raised anonymously and without fear of retribution.

All sub-contractors and suppliers must be able to demonstrate a similar approach to non-discrimination, equal opportunities and Anti-Slavery laws as well as minimum wage, collective bargaining and whistle blowing policies. Furthermore suppliers and sub-contractors will be required to demonstrate that they have carried out due diligence in ascertaining their supply chain operates to an equal standard. Any sub-contractor or supplier found to be in violation of the laws governing the aforementioned will have no further engagement by the Company.

The Company has a policy which prohibits anticompetitive practices and a zero tolerance to any form of bribery and corruption. No employee or representative of the Company shall agree formally or informally to fix prices with competitors for the delivery of our service. No employee or representative of the Company shall accept or offer any inducement or incentive to gain or receive an advantage in a competitive process. The offer of voluntary gifts of a low nominal value are considered to be gifts to the Company and must be cleared for suitability by senior management before acceptance. All sub-contractors and suppliers must not approach employees or representatives of the Company to offer inducements or incentives which could lead to a perception of bias or impropriety by the Company. Any sub-contractor or supplier found to be in violation of the Company policies or laws in relation to Fair Competition and Bribery & Corruption will cease to be engaged further by the Company.

We comply fully with GDPR, Intellectual Rights and Privacy legislation and all such matters are treated in the strictest of confidence with only the required information held on file and for the duration set out in law. Security measures are put in place to ensure there is no breach of confidentiality at any level within the Company. A reporting procedure is in place in order that the Company can take swift remedial action in response to any violation of this code or Company Policies by its employees, sub-contractors or suppliers and the appropriate disciplinary measures or sanctions applied.

This code is embedded in Central Industrial Services Limited Policies, which also highlight the legislation, regulations, laws and acts that govern them, all of which can be viewed on our website at www.centralindustrialservices.co.uk

Signed



DH Cartwright - Chairman

Date 06/01/2025