

## SUPPLY CHAIN AND SUPPLIERS ETHICAL CONDUCT POLICY STATEMENT

This Policy has been assembled to ensure that the suppliers within our supply chain apply and enforce our beliefs in ethical conduct when discharging the duties to the Company.

The Company requires all suppliers at all times to act with honesty, integrity and to promote ethical practices within the areas for which they are responsible. Unethical practices are an ever present threat to our Company's operations and hence must be a concern to all suppliers.

As part of our supply chain, suppliers must be committed to the highest standards of ethical conduct and in order to further promote ethical and responsible business conduct we have assembled this Supply Chain and Suppliers' Ethical Conduct Policy (SCSECP). This is to be applied in all our business relationships with them.

The SCSECP addresses those areas in which they must all act in accordance with statutory and regulation, and also establishes the responsibilities, conditions and guiding principles and procedures to ensure the Employees and Representatives act appropriately on their Company's behalf.

All suppliers' Employees are responsible for their own adherence to the SCSECP and Managers are also required to consider whether the actions of their own staff and Representatives are also in accordance with the SCSECP. All Representatives are in their own right responsible for both their and their staff's adherence to the SCSECP.

Fundamentally, the success of our approach depends upon our suppliers' Management and Employees understanding our Company's values, applying judgment and reason in an open environment and having the confidence that their Company will help and support them over difficult issues.

The supplier will derive a training programme to support these aims, specifically designed to recognise differing roles and responsibilities. All their Employees will be required to undertake basic ethical training as a minimum. In all cases, where there is suspicion or evidence of non-compliance to the SCSECP, action will be taken to remedy the non-compliance.

The Company requires suppliers to advise their Highline Contracts (Southern) Ltd Company contact, who will in turn inform the Managing Director, when they become aware of violations of our beliefs and policies. Unethical behaviour will not be tolerated and the Company will take action in all cases up to and including termination of contracts in breaches of the SCSECP and termination of contractual relationships with suppliers.

The Board of Highline Contracts (Southern) Ltd is fully committed to ensuring that suppliers comply both with the letter and spirit of the principles in the SCSECP. For that reason, Mr Brad Pammen has been appointed for Highline Contracts (Southern) Ltd with the responsibility and authority to oversee and drive our Supply Chain Ethical Conduct Policy.

For and on behalf of Highline Contracts (Southern) Ltd,



Brad Pammen  
Director

Date: 1<sup>st</sup> January 2023