

**Head Office:** Chariot House, 56-57 Carr Lane, Hull. HU1 3RF  
Tel: 01482 226254  
Email: info@thomasmawerltd.co.uk

**Hereford Office:** Brockington Lodge, Old Eign Hill, Hereford. HR1 1TX  
Tel: 01432 353715  
Email: hereford@thomasmawerltd.co.uk



## Ethics Policy

Thomas Mawer Ltd understand that its historic and future success is driven by the quality and integrity of its employees and that of its supply chain. This helps to ensure integrity and honesty in all its business and commercial activities:

1. **Legal compliance.** The business understands its legal responsibilities with regard to health and safety, employment law, personnel welfare, product safety and integrity.
2. **Inappropriate payments or inducements.** There must be no direct or indirect offer, payment, solicitation, offers or acceptance of bribes in any form whatsoever. This is formalised in the Thomas Mawer Ltd anti-corruption and bribery policy.
3. **Business development.** Any employees involved in new business contracts, for both sales and procurement, must take all reasonable steps to ensure that all relevant legislative, operational, product safety and reputational risks have been identified and considered.
4. **Use of company assets.** All employees are responsible for the protection of company property and for taking all reasonable steps to prevent misuse, misappropriation, negligence or destruction.
5. **Mutual understanding.** All employees are expected to co-operate and communicate in a courteous and professional manner for the mutual benefit of all, to ensure a pleasant working environment.
6. **Information.** Employees should respect confidential information and should not disclose commercially sensitive information to those outside the company. Information received in the course of business dealings should only be used for that purpose and not for personal financial benefit or gain.

Daniel Chilvers  
Managing Director  
6<sup>th</sup> December 2022

