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## Business Ethics Policy

Hanson Springs Limited holds itself to the highest ethical standards and we believe it essential to its business to treat all customers, suppliers, sub-contractors, business partners and employees ethically in all interactions.

This policy serves to ensure that all employees irrespective of their individual role within the company are aware of their collective and individual responsibilities with regards to business ethics. We are committed to protecting our employees, business partners and suppliers from any illegal or damaging actions by any of our employees, either knowingly or unknowingly.

Hanson Springs Limited is committed to the following values:

**Integrity**

To set and lead by example

**Reliability**

Keeping its promises to its employees and business partners and abiding to any deadlines.

**Honesty**

Communicating any issues to all relevant parties.

**Respect**

Treating all with dignity, tolerance and courtesy while respecting privacy.

**Duty of Care**

Taking great care not to harm others by respecting the Environment and following Health & Safety guidelines.

**Fairness**

To treat all individuals and relevant business partners fairly and refrain from competing unfairly with others.

**Reputation** To build our professional reputation on the merits of all the above.

Hanson Springs Limited will not tolerate any breach of its ethical code, and will take the appropriate measures, including disciplinary action when and where it deems necessary. This policy along with all other company policies will be subjected to periodic review to ensure that it remains relevant with regards to changing moral or social attitudes and we will always endeavour to work to the best business practice.

A handwritten signature in black ink, appearing to read 'Malcolm Hanson', with a stylized flourish at the end.

**Malcolm Hanson**

Managing Director

10<sup>th</sup> December 2018