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Code of Conduct

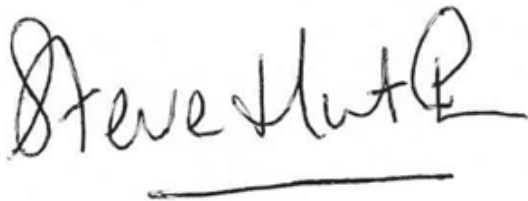


Introduction

At Rope and Sling Specialists, we are committed to conducting business responsibly, transparently, and sustainably. This Code of Conduct outlines the fundamental principles and expectations that guide our interactions with employees, customers, suppliers, and partners.

We strive to uphold the highest standards of corporate, social, and ethical behaviour, ensuring compliance with applicable laws and fostering industry best practices.

By working together to promote integrity, respect, and accountability, we aim to achieve exceptional performance while contributing positively to the communities and environments in which we operate.



Steve Hutin

Manager Director @ Rope and Sling Specialists Ltd
02.01.2025

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Importance of Health and Safety

At Rope and Sling Specialists Ltd, health and safety is fundamental to our operations and holds equal importance to other business priorities.

We shall provide, and strive to maintain, a clean, healthy, and safe environment. A workplace where our employees feel safe is not only a legal obligation, but also a fundamental factor in building their engagement with the company.

Our Health, Safety, Environmental & Quality (HSEQ) Representatives promote and develop cooperation between all employees to ensure health and safety management is embedded into management and business processes. This is supported by our Health & Safety Policy.

Objectives

Our goal is to achieve the highest levels of health and safety performance through continuous, cost-effective improvement. Compliance with legislation is our baseline, and we actively strive to exceed it wherever possible.

Through management intervention, awareness campaigns and a culture that encourages employees to raise concerns about workplace safety, we aim to reduce the frequency of accidents.

HEALTH AND SAFETY

Our Commitment

- ◆ Adherence to this policy is a condition of employment
- ◆ All employee are empowered and encouraged to take ownership of H&S matters
- ◆ Financial and physical resources are allocated to support H&S initiatives

Responsibilities

- ◆ **Overall responsibility**
Managing Director
- ◆ **Operational responsibility**
Managers at all levels
- ◆ **Additional support**
Health and Safety Representatives

Health and Safety Management Sytem

- ◆ Detailed roles and responsibilities are outlined in our ISO 45001 system
- ◆ Objectives are identified, monitored and evaluated to drive improvements
- ◆ Regular audits ensure the system remains effective and adequate
- ◆ The policy is reviewed at least annually

Quality

We are committed to delivering high-quality products and services that meet customer needs and comply with ISO 9001 standards.

Our objectives include:

- ◇ Providing safe, reliable, and fit-for-purpose equipment
- ◇ Ensuring customer satisfaction through quality, safety and performance
- ◇ Continually improving processes, leadership and stakeholder engagement

Every employee is responsible for upholding our quality standards. We support this with training and by fostering a culture of continual improvement through regular audits and reviews.

We prioritise strong relationships with both customers and suppliers to ensure our work is effective, sustainable, and aligned with our values.

Anti-bribery and Corruption

We are committed to ethical and transparent business practices, operating in full compliance with UK anti-bribery and corruption laws. Bribery, corruption, and facilitation payments undermine trust and integrity, and we maintain zero tolerance for such actions.

Our objectives include:

- ◇ Providing safe, reliable, and fit-for-purpose equipment
- ◇ Ensuring customer satisfaction through quality, safety and performance
- ◇ Continually improving processes, leadership and stakeholder engagement

We have implemented clear policies and procedures to mitigate risks and uphold ethical standards. We ensure all employees understand their obligations and provide mechanisms for reporting concerns. Breaches of this policy can result in severe consequences, including legal action.

Suppliers and partners must act with integrity, avoid conflicts of interest, and refrain from offering or accepting bribes, excessive gifts or hospitality to influence decisions

Employees must follow company guidelines, report incidents or concerns and seek guidance when unsure about compliance.

Disciplinary and Grievance

—◇ Disciplinary

◆ Purpose

Ensures compliance with company standards, serious breaches may lead to contract termination

● Informal Resolution

Minor breaches will be addressed informally

● Formal Resolution

Allegations will be thoroughly investigated, employees will be informed in writing of the breach, findings of the investigation and proposed actions. Employees may respond to the findings and provide evidence/explanations. Depending on the severity, actions may include a warning or contract termination

● Appeals

Employees can appeal decisions within a set time frame

—◇ Grievance

◆ Purpose

Provide employees with a clear process to raise concerns about unfair treatment, contractual disputes or other grievances

● Raising a Grievance

Concerns should be raised in writing to the designated Company contact, providing details and supporting evidence

● Grievance Process

Receipt of the grievance will be acknowledged and the Company will begin investigations - this may involve discussions with the employee and relevant staff. A written response will outline the findings, decisions and any action taken.

● Appeals

Employees can appeal decisions within a set time frame

Supply Chain

We are committed to ensuring ethical standards and sustainability throughout our supply chain. We expect all suppliers, customers, and partners to adhere to minimum ethical requirements and support transparency, traceability, and Environmental, Social, and Governance (ESG) practices.

Compliance is monitored through self-assessments and audits. These expectations are outlined in our dedicated Supplier Code of Conduct.

Data Protection and Privacy

The Company prioritises the security and privacy of data, complying with the Data Protection Act 2018 and GDPR

Key points:

- ◇ Data is collected, processed and retained only as necessary for business purposes
- ◇ Security measures are in place to protect personal data
- ◇ The Company acts as a 'Data Controller', determining the purposes and methods of data processing
- ◇ This policy is non-contractual and may be amended to remain compliant with applicable laws

Modern Slavery

We prohibit all forms of forced, bonded or compulsory labour, including human trafficking. Employees must also comply with relevant laws and notify us of any suspected breaches.

Senior management should uphold strict ethical standards and encourage staff to report all concerns, supported by our whistleblowing policy

Whistleblowing

Objectives

To promote a culture of openness and prevent malpractice by encouraging staff to raise concerns without fear of victimisation

Key Points

- ◆ Concerns will be treated seriously
- ◆ Staff will not face retaliation or detriment for raising concerns
- ◆ Feedback will be provided on investigations

Procedure

Concerns must be reported using the Whistleblowing Form, to the designated officer.

Equal Opportunities

Importance

We are dedicated to creating an inclusive workplace, ensuring all employees and applicants are treated fairly, regardless of sex, marital status, disability, race, religion, or other characteristics

Objectives

- ◆ We comply with all relevant Equal Opportunities legislation, including the Race Relations Act, Sex Discrimination Act, Equal Pay Act and others
- ◆ Ensure recruitment, promotion and treatment are based solely on merit and job-related abilities
- ◆ Provide equal opportunities for progression, development through ongoing programmes
- ◆ Address any complaints of unfair treatment through appropriate grievance procedures

Responsibilities

Overall responsibility lies with the Company's Directors to ensure the policy is implemented. Employees must support the practical application of this policy



Alcohol and Drugs

We promote responsible attitudes towards alcohol and drug use, offering confidential support and treating misuse as a health issue. Absences for treatment are managed like other health concerns. However, persistent performance or behaviour issues, or failure to complete treatment, may result in disciplinary action.

Workings Hours

We expect employees to adhere to designated working hours, promoting punctuality and reliability. Under the Working Time Regulations, employees should not exceed 48 hours per week unless they have opted out in writing. Persistent lateness or unauthorised changes may result in disciplinary action

Training

We are committed to supporting staff development, offering tailored training and support for career growth, with resources provided to enhance skills and professional growth

Bullying & Harassment

We have a zero tolerance policy towards bullying and harassment, whether by colleagues, managers, customers or suppliers

Bullying

Bullying includes behaviour that undermines confidence or self-esteem, such as unreasonable criticism, exclusion or aggressive conduct

Harassment inc sexual harassment

Harassment is any unwanted behaviour that violates an individual's dignity or creates an intimidating, hostile, or offensive environment, such as inappropriate comments, gestures or advances

Employees are urged to report any concerns, which will be investigated thoroughly and sensitively in line with our disciplinary procedure

Employee Wellbeing

We are committed to supporting employee health and wellbeing, recognising its link to performance and fostering a positive work environment

Objectives

- ◇ Promote mental health and wellbeing
- ◇ Fulfil legal obligations under health and safety laws
- ◇ Provide support, training and resources to manage stress and maintain balance

Fatigue Management

Employees should manage lifestyle factors impacting fatigue and report any concerns to their manager. Adjustments to duties or schedules may be considered where appropriate.

Responsibilities

Managers

- ◇ Ensure realistic workloads, clear roles and supportive environments

Employees

- ◇ Adopt healthy behaviours and report health risks or concerns, confidentiality will be maintained

ENVIRONMENT

Environmental

We are committed to protecting the environment and continuously improving our environmental performance by:

- ◇ Complying with all relevant environmental legislation and standards
- ◇ Preventing pollution by following best practises
- ◇ Reducing waste sent to landfill
- ◇ Setting and reviewing annual environmental improvement targets
- ◇ Providing environmental training to staff and ensuring contractors follow our policies

This policy is shared with employees, contractors, and displayed publicly. Environmental protection is integral to our business therefore, appropriate financial and physical resources will be provided to implement this.

Sustainability

We aim to promote sustainability across all aspects of our operations. We minimise our environmental impact, support our community and foster a culture of responsible resource use.



Environmental Responsibility

Reducing waste, conserving energy and using resources efficiently to minimise our carbon footprint



Sustainable Practices

Monitoring how efficiently fleet vehicles are being used, reducing travel where alternatives are available and practical, and minimising our use of paper and other office consumables



Continuous Improvement

Setting measurable sustainability targets and regularly reviewing progress to enhance our performance

Sustainability is integral to our business strategy, and we provide the resources and training necessary to achieve these goals.

