



Ethical Policy

Business Ethics Policy Statement

This policy applies to **Northern Polymers and Plastics Ltd** and **Envynlmental Waste and Commodity Ltd**, which is part of the **Northern Polymers and Plastics Group**.

Northern Polymers and Plastics Ltd and **Envynlmental Waste and Commodity Ltd** insist on all employees and Directors to have the highest ethical standards in all duties and business practices, in compliance with all relevant legal principles. This standard of behaviour and performance is maintained in the company's dealings with employees, customers, suppliers, and all other stakeholders.

General Principles

Northern Polymers and Plastics Ltd and **Envynlmental Waste and Commodity Ltd** and their employees will at all times demonstrate the highest levels of integrity, truthfulness and honesty in order to uphold both personal and corporate reputations and to inspire confidence and trust in their respective actions. **Northern Polymers and Plastics Ltd** and **Envynlmental Waste and Commodity Ltd** will conduct business in a competent, fair, impartial and efficient manner.

Human Rights

Northern Polymers and Plastics Ltd and **Envynlmental Waste and Commodity Ltd** understand that Human Rights are fundamental in providing a secure and sustainable working environment for both employees, and the wider community in which it interacts. The policy is guided by international human rights principles included in the Universal Declaration of Human Rights.

Northern Polymers and Plastics Ltd and **Envynlmental Waste and Commodity Ltd** are committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.



Employees

All employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin. Employees are offered a safe and healthy workplace, and the company will not tolerate any form of harassment. Workers must ensure that they read, understand and comply with this policy. We are committed to ensuring that our employees understand and adhere to our policy.

Customers

Northern Polymers and Plastics Ltd and **Envinymental Waste and Commodity Ltd** will seek to build long term partnerships with customers by being honest and straightforward in their dealings at all times. They will respect the confidentiality of any information that they might obtain in relation to their customers.

Suppliers

Suppliers will be chosen on the basis of factors such as price, quality, delivery, service, and integrity. The choice of suppliers will be made objectively. Honesty and openness will be paramount in dealings with suppliers. Audits and due diligence will be carried out on suppliers.

Competitors

Northern Polymers and Plastics Ltd and **Envinymental Waste and Commodity Ltd** will build their reputation on the basis of their performance alone. They will compete vigorously and lawfully and will not compete unfairly with others. They will not seek to damage the reputation of competitors either directly or by implication.

Northern Polymers and Plastics Ltd and **Envinymental Waste and Commodity Ltd** will seek to comply with all international, national, and local legislation affecting operations. They will strive to follow the best practice in corporate governance. They will meet all tax obligations.

Bribes and Corrupt Practice

Northern Polymers and Plastics Ltd and **Envinymental Waste and Commodity Ltd** do not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form. **Northern Polymers and Plastics Ltd** and **Envinymental Waste and Commodity Ltd** make it clear that any employee found to be involved in any kind of corrupt practice is likely to be immediately dismissed and may well have committed a criminal act which could lead to prosecution.