

ETHICAL POLICY STATEMENT

J G Pears Holdings Ltd expects that each of its businesses and all its employees carry out their business and perform their duties to the highest ethical standards in compliance with all relevant UK legislation.

Health, Safety and Environment

The Company is committed to providing a safe and healthy working environment for all its employees at all its sites with regular auditing and safety training. The company applies the same standards to all visitors and contractors. The business respects the environment and the need to protect it having regular meetings and inspections with regulatory bodies.

Employees

All employees are treated with dignity and respect with equal employment opportunities given to all as per our Policy. A risk assessment is carried out for all young persons. All employment is voluntarily performed and no individual is under threat or forced to carry out a task.

Customers

The Company will take reasonable care to avoid misleading statements to customers and general public. It will seek to build long term partnerships by being honest and straight forward. It will respect the confidentiality of any information it may obtain in relation to its customers

Suppliers

Suppliers will be chosen on the basis of factors such as price, quality, delivery, service and integrity. The business has a separate Bribery Policy in place and does not allow the direct or indirect offer of payment, gifts or favours.

Government, Regulators and Legislators

The Company will seek to comply with all UK, EU, international and local legislation affecting all its operations. It will strive to follow the best practice and meet all its obligations.

Alistair Collins
Operations Director