

QSC Ref:	BCC002	Ethics Policy		
Issue:	03		Last Review	25/03/2019
Date:	25/03/2019		Reviewed by	PST

Purpose

Quality Safety Consultants Ltd. (QSC Safety) is committed to the practice of responsible corporate behaviour. Through its business practices the Company seeks to protect and promote the human rights and basic freedoms of all its employees and agents. We are committed to protecting the rights of all of those whose work contributes to the success of QSC Safety, including those employees and agents of suppliers to the Company.

QSC Safety is also committed to eliminating bribery and corruption. It is essential that all employees and persons associated with QSC Safety adhere to this policy and abstain from giving or receiving bribes of any form.

This policy is non-exhaustive, and all aspects of QSC Safety’s business should be considered in the spirit of this policy.

Human Rights

QSC Safety is vehemently opposed to the use of slavery in all forms; cruel, inhuman or degrading punishments, and any attempt to control or reduce freedom of thought, conscience and religion. We will ensure that all of our employees, agents and contractors are entitled to their human rights as set out in the Universal Declaration of Human Rights and the Human Rights Act 1998.

QSC Safety will not enter into any business arrangement with any person, company or organisation which fails to uphold the human rights of its workers or who breach the human rights of those affected by the organisation’s activities.

Workers’ Rights

QSC Safety is committed to complying with all relevant employment legislation and regulations. The Company regards such regulations and legislation as the minimum rather than the recommended standard. No worker should be discriminated against on the basis of age, gender, race, sexual orientation, religion or beliefs, gender reassignment, marital status or pregnancy. All workers should be treated equally. Workers with the same experience and qualifications should receive equal pay for equal work.

No worker should be prevented from joining or forming a staff association or trade union, nor should any worker suffer any detriment as a result of joining, or failing to join, any such organisation. Workers should be aware of the terms and conditions of their employment or engagement from the outset. In particular workers must be made aware of the wage that they receive, when and how it is to be paid, the hours that they must work and any legal limit which exists for their protection and any overtime provisions. Workers should also be allowed such annual leave, sick leave, maternity / paternity leave and such other leave as is granted by legislation as a minimum.

QSC Safety does not accept any corporal punishment, harassment in any form, or bullying in any form.

Environmental Issues

QSC Safety is committed to keeping the environmental impact of its activities to a minimum and has established an Environmental Policy in order help achieve this aim. Copies of our Environmental Policy are available upon request and will be made available to all employees.

As an absolute minimum, QSC Safety will ensure that we meet all applicable environmental laws in whichever jurisdiction it may be operating.

Conflicts of Interest

QSC Safety holds as fundamental to its success the trust and confidence of those with whom it deals, including clients, suppliers and employees. Conflicts of interest potentially undermine the relationship of the Company with its partners.

In order to help preserve and strengthen these relationships QSC Safety has developed a Corporate Hospitality and Gifts Policy, which provide rules and guidelines concerning the conduct of its officers and employees aimed at minimising the possibility of conflicts of interest and at avoiding risks associated with bribery and corruption. Copies of the Corporate Hospitality and Gifts Policy are available upon request and will be made available to all employees.

All directors, employees and representatives QSC Safety are expected to act honestly and within the law.

Information and Confidentiality

Information received by employees, contractors or agents of QSC Safety will not be used for any personal gain, nor will it be used for any purpose beyond that for which it was given. We will at all times ensure that we comply with all applicable requirements of data protection legislation (including, but not limited to, the Data Protection Act 2018) in force from time to time. The QSC Safety Data Protection policies are available upon request and will be made available to all employees.

Shareholders and Investors

QSC Safety, its directors, employees and representatives are committed to ensuring that no act or omission which is within their power and which would have the effect of deliberately, negligently or recklessly misleading the shareholders, creditors or other investors in QSC Safety occurs.

Suppliers and Partners

QSC Safety expects all suppliers and partners to work towards and uphold similar ethical and moral standards. We will investigate the ethical record of potential new suppliers before entering into any agreement. Furthermore, the Company reserves the right to request information from suppliers regarding the production and sources of goods supplied. We reserve the right to withdraw from any agreement or other arrangement with any supplier or partner who is found to have acted in contravention of the spirit or principles of this Ethics Policy.

Signed on behalf of Quality Safety Consultants Ltd:-

Print: Shane Moore

Signature

Position: CEO

Date: 25/03/2019