

# VERCO - Ethics Policy

The following principles provide the ethical framework that we aspire to while working in the UK and abroad. Our principles are to:

### In relationship with others

- Treat colleagues, stakeholders, customers, suppliers and the public respectfully and professionally, taking account of confidential issues when appropriate.
- Deal courteously with those who hold opinions that differ from ours.
- Respect cultural, religious, ethnic, colour, physical ability and gender differences.
- Have open and explicit relationships with customers, suppliers and regulatory enforcement bodies.


### In our work

- Operate with honesty and integrity in all our work, taking steps to identify poor and un-professional conduct, while preventing corruption or illegal acts.
- Be open and transparent in all environmental aspects of the business.
- Work within all UK statutory and regulatory requirements, or those of other countries which are applicable.
- Disclose conflicts of interest.
- Not facilitating the use of child labour, or exploiting vulnerable minorities.
- Maintaining confidentiality.
- Facilitate confidential complaints by staff within the organisation where ethical matters are identified.
- Formally record and investigate any complaint of ethical misconduct by an employee of the business.

The organization also shall not take part either directly or indirectly with;

- Illegal logging or the trade in illegal wood or forest products.
- Violation of traditional and human rights in forestry operations.
- Destruction of high conservation values in forestry operations.
- Significant conversion of forests to plantations or non-forest use.
- Introduction of genetically modified organisms in forestry operations.
- Violation of any of the ILO core conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.

Discrimination, grievance and disciplinary action will be referenced within company Handbook(s).

Signed :  .....

Name : RICHARD VERE .....

Position: MANAGING DIRECTOR .....

Date: 21/03/2022 .....