

ETHICAL CONDUCT POLICY

T.F.Tull operates its business in accordance with a number of general principles which are set out in this Ethical Conduct Policy. The purpose of these principles is to support the development of sound and successful business which respects the need users of our projects, employees and other people affected by our activities. In addition, we will endeavour to ensure that our sub-contractors abide by the principles of our Ethical Conduct Policy.

The six general principles are as follows:

Legal Requirements

We comply with legal requirements – in bidding for new business and implementing projects once they have been awarded.

Business Ethics

We are committed to carrying out our business with high standards of integrity and ethics: avoiding unfair anti-competitive practices, ensuring that company information is maintained confidentially and securely and avoiding all forms of corruption and bribery. Employees should declare any outside business interests and any conflicts of interest which may arise.

Health and Safety

We are committed to safeguarding the health and safety of our employees, of others who carry out work on our behalf and of those who may be affected by our work. The company maintains a documented health and safety management system at every level to describe how these issues are dealt with in practice. We are putting processes in place to monitor the health and safety performance of all our projects, including key sub-contractors working on these projects.

Employment Practices

We maintain a working environment where all employees are treated with dignity and respect. We are committed to providing equal opportunities for all employees regardless of their race, colour, ethnic origin, religious belief, sexual orientation, marital status, age, nationality or disability. We are committed to engaging in open communication with our employees.

Environment

T.F.Tull are currently implementing a working management system to aid our environmental awareness and the use of valuable resources. An external Environmental and Energy Management Consultancy Service has been appointed to develop a system that not only complies with the ISO standards but genuinely benefits our environment and our business.

Relationships with External Parties

We will listen and respond to reasonable enquires raised by external parties who are affected by our activities and will communicate with them in a timely manner.



Peter O'Grady
Managing Director
March 2020