



Group Ethical Code of Conduct

The Tappex Group Ethical Code of conduct applies to all stakeholders, including Directors, Senior Managers and Employees. It is supplementary to statutory and regulatory requirements, and illustrates the standards of behaviour expected within the business. Tappex Group also expects its subcontractors, suppliers and customers to observe the standards set out within the Code.

The business policy is to demand and expect conduct of the highest standard.

The Code cannot tell us how to act in every challenging situation. Therefore, it has been developed embracing basic ethical principles.

Our Values.

Our personal values form the basis for our ethical behaviour. The Tappex Group values are set out below, and which are expected to drive the individuals within it. They form the basis of everything that we do.

Respect: Dignity is the right of all those affected by the code, and respect for our colleagues and others supports this right.

Equality: Equal treatment of all employees, all suppliers, all subcontractors and customers, including equal opportunity, thus embracing diversity.

Integrity: We will strive to achieve the highest standards in everything we do, and be determined to maintain those standards.

Leadership: All those governed by the code must exhibit the principles in their own behaviour. They must actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

Our Principles.

Selflessness: Decisions must be taken with due regard for our stakeholders, our colleagues and customers.

Objectivity: Actions and decisions must be taken impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability: We will be accountable for our decisions and actions and must submit ourselves to the scrutiny necessary to ensure this

Honesty: Those governed by the code must be truthful.

R Pearman

Mr R Pearman.

Group Managing Director.

Date: 15th January 2025