

BUSINESS ETHICS POLICY STATEMENT

Pickerings Hire Limited require that all our operational depots, head office, and all our employees and Directors perform their duties to the highest ethical standards and with compliance with to all relevant legal requirements and principles. This standard of behaviour and performance is upheld in our company's interactions, transactions, and negotiations with our workforce, customers, suppliers, and all other stakeholders.

GENERAL PRINCIPLES

Pickerings and our employees will demonstrate integrity, truthfulness, and honesty to the highest standards to underpin both personal and corporate reputations to instil confidence and trust in their respective actions.

ENVIRONMENT

Pickerings understand and respects the environment needs to be protected. We will look at our environmental impacts created through our undertakings to absolutely minimise those effects. We are committed to achieving third party environmental certification and an ongoing continual improvement.

EMPLOYEES

All employees are treated with dignity and respect and with equal career and employment opportunities irrespective of their race, religion, gender, sexual orientation, maternity, disability, age, or nationality. Employees are given a safe and healthy workplace within a company that does not tolerate any form of harassment or persecution.

CUSTOMERS

Our company will take care to avoid misleading information, overstatement, and concealment in all our advertising, social media content and public statements. We will endeavour to build long term trustworthy partnerships with our customers. Confidentiality of information obtained from our customers is guaranteed.

SUPPLIERS

Suppliers will be chosen after completing a supplier assessment based upon quality, compliance, service, delivery, and their business ethics. Approved supplier status will be made objectively and through ongoing honesty and openness in any dealings.

COMPETITORS

Pickerings will build its reputation based on performance alone. We will compete competitively and lawfully and will not compete unfairly with others. We will not seek to damage the reputation of our competitors.

GOVERNMENT, REGULATORY AND LEGISLATIVE

Pickering's will comply with all legislation in the markets it operates within. We will endeavour to achieve best practice in corporate governance and will fully meet our tax obligations. We will not offer any financial contributions to political parties.

GIVING AND RECEIVING GIFTS AND ENTERTAINMENT

Our employees will neither accept nor seek gifts, favours, or entertainment without a legitimate purpose from any individual or business organisation that does, or seeks to do, any business with gifts, favours and entertainment may be given to others at the expense of Pickering's where they are consistent with customary business practice and are not excessive in value.

BRIBES AND CORRUPT PRACTICE

Pickering's does not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form. We have an anti-bribery policy in place that advises employees procedures that must be followed to avoid involvement in any situation that may lead to the offer of such.



Signed:

Neil Moss - Managing Director

Date: 18/04/2023