

Environmental and Health & Safety matters

It is TFT's policy to comply with all applicable environmental, health and safety laws and regulations. Employees are required to conduct their work-related activities in compliance with all such laws and regulations. Toward this end, appropriate guidelines have been distributed to assist employees with the implementation of related compliance programs.

Diversity, Equity & Inclusion

It is TFT's policy to ensure a work environment free of all forms of discrimination, including any form of harassment in the workplace. TFT is therefore committed to complying with all applicable laws and regulations regarding equality and fair treatment.

All employees are expected to adhere strictly to these principles.

Deal honestly with clients, suppliers and consultants

In all dealings, you must be accurate and complete in all representations made on behalf of TFT. The submission to any persons of a proposal, quotation or other document or statement that is false, incomplete, or misleading can result in civil and/or criminal liability for the employee, his/her superior who condones such a practice and for the Practice. We have a duty to disclose current, accurate and complete information where such information is required under law or regulation.

We adhere to these practices not just because they are required by law but because they reflect the fair manner in which we deal with our customers.

Suppliers and sub-contractors

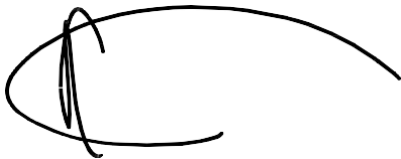
We believe that our suppliers/sub-contractors should carry on business to the best ethical standards achievable, and that their employees should be treated with fairness, dignity, and respect. Working conditions should be safe and acceptable and demonstrate care and concern for people and the environment.

Suppliers / subcontractors who enter into business with TFT should show a clear commitment to achieving our ethical aims. Where we see a continued failure to meet our standards, we will give notice to terminate our business relationship.

Clients

We will endeavour at all times to take account of clients' views on any ethical issues and develop our ethical stance accordingly.

We will encourage clients to take a pro-active stance on the impact of their own activities on environmental, CSR, diversity, health, safety and well-being issues.

A handwritten signature in black ink, appearing to be 'Christine Keates Lewis', written in a cursive style.

Christine Keates Lewis – HR and Operations Senior Director

For and on behalf of Tuffin Ferraby Taylor (TFT) Ltd

1 November 2023