

# BRETT GROUP ETHICAL POLICY



**At the Brett Group we endeavour to operate a responsible and accountable business, be a good neighbour and are committed to doing business in a way that makes our customers choose to do business with us again and again.**

## Fair Treatment of Employees and Equal Opportunities

Our policies and procedures reinforce the legal requirements concerned with running our business and also includes fairness of treatment and opportunity, requirements of the Competition and Bribery Acts and employee management and appraisals. These are widely available across each of the Brett Group businesses via our intranet. The Brett Group is committed to protecting workers and eradicating harm and illegal practices throughout our supply chain.

- We will promote our Group values of Customer Care, Integrity and Quality, and ensure we have high standards and expectations around leadership, team management and general conduct.
- The Group is committed to ensuring people are treated with respect and provide training to raise awareness and sensitivity to issues around equality and dignity at work. Managers will be annually appraised in line with the Brett values.
- In accordance with legal requirements under the Modern Slavery Act we publish information on our corporate websites detailing our work in these areas.

## Fair Competition in the Sourcing of Suppliers

- We will monitor and document key decisions to ensure high standards are maintained in how we conduct our business.
- Suppliers will be treated fairly, negotiating terms and conditions and payment terms, without bias.

## Ethical Trading Commitment

Brett Landscaping and Building Products Ltd are committed to progressively adopting the ETI Base Code across its business – especially within those areas where the greatest risk has been identified. In addition to identifying areas of risk we will support our commitment with third party auditing and/or work with the TFT Responsible Stone Programme.

- We fully support the ETI Base Code based upon International Labour Organisation conventions to provide a moral code for the treatment of workers across the world.
- We require all of our Brett Landscaping and Building Products Ltd.'s UK materials suppliers to commit to applying the ETI Base Code across their operations.
- We will continue to actively work with our suppliers with greatest risk and conduct regular audits to ensure compliance with the ETI Base Code.



Bill Brett  
Group Chairman

