

Code of Conduct Interket Group

The Interket Group are committed to conducting business in an ethical, fair and socially responsible manner.

This commitment is underpinned by the following values:

- To ensure, where possible that all stakeholders in our supply chain comply with similar policies and adopt a positive and proactive attitude towards the environment.
- Using suppliers where possible to reduce the effects of the group carbon footprint.
- Having a committed target to reduce waste, energy and pollution from our manufacturing process.
- Treating stakeholders and employees fairly under the guidelines set out in each company's equal opportunities and discrimination policy.
- Ensuring that employment is freely chosen, with employees having the right to freedom of association and collective bargaining.
- Providing safe and hygienic working conditions where child labour is not used, living wages are paid and working hours are not excessive.
- Not accepting under any circumstances extortion, bribery or corruption.
- Each company is encouraged to support their local community and provide regular charitable donations to individually chosen charities.

Operating under these standards ensure that the Interket Group is a fair and respected employer within the global markets it operates in and becomes an employer of choice for the future.

If employees experience behaviour that is incompatible with the above guidelines they are encouraged to speak directly with their site Managing Director or nominated representative.

Brian Kluge
CEO Interket Group