

## Our Purpose

Ventol Maintenance Ltd. is dedicated to acting responsibly in business. We aim to protect and uphold the human rights and freedoms of all our employees and those who contribute to our success, including employees of our suppliers. We are also committed to preventing fraud, bribery, and corruption. Everyone associated with Ventol Maintenance must follow this policy and avoid giving or receiving bribes. This policy provides a framework, and its spirit should guide all company activities.

## Human Rights

We strongly oppose all forms of slavery, cruel or degrading punishments, and any attempts to limit freedom of thought, conscience, or religion. We ensure that all our employees and contractors receive their human rights as outlined in the Universal Declaration of Human Rights and the Human Rights Act 1998. We will not work with any person, company, or organisation that fails to respect the human rights of its workers or others affected by its operations.

## Workers' Rights

Ventol Maintenance is committed to following all employment laws and regulations, viewing them as minimum standards.

We ensure:

- **No Discrimination:** No worker will be discriminated against based on age, gender, race, sexual orientation, religion or beliefs, gender reassignment, marital status, or pregnancy. All workers must be treated equally.
- **Equal Pay:** Workers with similar experience and qualifications will receive equal pay for equal work.
- **Freedom of Association:** Workers are free to join or form a staff association or trade union without suffering any negative consequences for joining or not joining such an organisation.
- **Clear Terms of Employment:** Workers will be informed of their employment or engagement terms from the start. This includes their wage, payment schedule, working hours, legal limits on hours, overtime provisions, and minimum legal entitlements for annual leave, sick leave, and maternity/paternity leave.
- **Safe Environment:** We do not tolerate corporal punishment, harassment, or bullying in any form.

## Environmental Issues

We are committed to minimising our environmental impact and have a separate Environmental Policy to achieve this goal. This policy is available from the Health, Safety, and Compliance Manager. We assess our suppliers and contractors based on their commitment to reducing the environmental impact of their products, services, and activities. We always comply with all applicable environmental laws in every jurisdiction where we operate.

# Ethics & Conduct Policy



## Conflicts of Interest

Building trust and confidence with our clients, suppliers, and employees is crucial to our success. Conflicts of interest can damage these relationships. To maintain these relationships and prevent risks associated with bribery and corruption, we have developed a Corporate Hospitality and Gifts Policy which provides rules and guidelines for our officers and employees.

A handwritten signature in black ink, appearing to read 'Elliott Mordue'.

Elliott Mordue  
Managing Director

Date: 30-05-2025