

## ANTI-BRIBERY AND CORRUPTION POLICY STATEMENT

RJ Urmson Group consists of the following companies: RJ Urmson Commissioning Engineers Ltd, Urmson LLP, National Hygiene Services Ltd and Urmson Fire Specialists Ltd.

### Our Values

Behaviour throughout all areas of business. RJ Urmson Group take responsibility of creating wider benefits both within and around our business and endeavour to make our impact a positive one, which improves the lives of others and reduces the risk of harm to people and the environment.

### Business Conduct

As a business we focus on maintaining a strong and competent services, treating clients as mutual partners and working with sub-contractors, suppliers and our workforce fairly and ethically. The RJ Urmson Group reputation dictates a high level of quality, robust management systems and safe working environmental. It is our goal to safely complete all projects on time, within budget and to the required quality. We operate a quality management system that I fully compliant with BS EN ISO9001, which is linked to the company's business strategy.

### Supply Chain Management

RJ Urmson Group only employ suppliers and sub-contractors whose ethics and values are aligned to that of our own. We will maintain strong working relationships and standards by consistently meeting agreed payment terms and evaluating services provided. Early novation of each project management team, suppliers and sub-contractors guarantees clients that we operate with a common goal and a shared vision on the onset.

### Client Satisfaction

Through excellent planning, employing quality people, and a commitment to innovation and value engineering we understand, meet and exceed the needs and expectations of our clients and stakeholders.

### Safety, Health and Environment

We are committed to planning and executing all operations in a manner that safeguards the health, welfare and safety of all employees, supply chain, clients, the public and end users. RJ Urmson Group advocate a behavioural safety and worker engagement approach to SHE. A change in safety culture through training seminars and ongoing training results in every worker becoming responsible in SHE in the workplace. We will continue to reduce our accidents annually and work at all levels of the business to guarantee safety is our highest priority and strive to become an injury free workplace.

### Environmental Impact

RJ Urmson Group will continue to look at reducing the impact we have on the environment as a result of our operations. We are working towards applying to become ISO 14001 certified and annually decrease our carbon emissions. Sustainability: RJ Urmson Group strive towards finding new opportunities to work with clients and specialist in the development of pioneering and sustainable design within construction and management.



## Training and Development

RJ Urmson Group recognise that people are our most valuable asset and their performance is the key to the quality of service we provide. Through investing in our recruitment, training and development of employees we will retain the best possible talent. We adopt best practice in HR and training and aim to be an employer of choice.

## Community Engagement

We are fully committed to adding value to the communities within which we work. Being a good neighbour means we actively interact with our local community and support education initiatives. We foster local business relationships through sourcing local labour, equipment and materials where possible and will continue to champion community engagement throughout the industry.

## Policy Control and Review

Copies of this policy will be displayed at all RJ Urmson Group locations, communicated to every employee and be available to all other interested parties. Policy changes will be approved and communicated by the Director.

A handwritten signature in blue ink, appearing to read 'Rob Urmson', is written over a horizontal line.

Rob Urmson  
Director