

ETHICAL POLICY STATEMENT

Haigh Rail Limited recognises the importance of operating to a set of core values in the way that it carries out its business with its customers and supply chain organisations.

These core values seek to establish, protect and increase the trust and confidence of individuals and organisations with whom we interact thereby enhancing our reputation and our successful business dealings. Company procedures and the approach to business arising from this policy are to be applied by all of our employees in the course of their work activities, as well as across those of our suppliers and sub-contractors.

To achieve these aims Haigh Rail requires all employees;

- To apply high ethical standards in their relationships with customers, suppliers, sub-contractors, competitors and the local community at all times;
- To ensure that all advertising, marketing and promotional documentation we issue avoids false statements, concealment and exaggeration;
- Not to give or receive monies or gifts of significant value intended as an inducement or bribe;
- To report any offer of monies or gifts of significant value to your line manager;
- To maintain and protect the confidentiality of information provided by customers and suppliers as if it were our own information;
- To develop good working relationships with our suppliers and sub-contractors based on fair working practices, not making unreasonable demands and arranging prompt payment as agreed in the Terms and Conditions of the contractual relationships;
- To maintain a fair and neutral business relationship with our competitors;
- Not to discuss confidential information with our competitors;
- Not to malign the competition through misrepresentation, false statements or innuendo;
- To respect the local traditions and culture within the region in which we are operating;
- To comply with all laws and local regulations within the region in which we are operating;

To support these aims the Company will endeavour to;

- Ensure adequate resources are available to implement the requirements of this policy;
- Make this statement available to all who are affected by it, or required to support it;
- Review and update this policy through regular management review meetings.

The cooperation and involvement of all our employees, at all levels of responsibility is essential in the effective implementation of this policy.

Chris Haigh
(Managing Director)