

Statement of Business Ethics

We are committed to conducting business with integrity by being open, honest, honourable and transparent in everything we do. Our vision is for our core behaviours to be totally embedded within our business culture and procedures.

We will show respect for human dignity and the rights of the individual, as well as respecting traditions and cultures. Where business practices vary in different countries, we will obey the law and act responsibly in international trade and business practice. We will seek to ensure consistent procedures wherever practical, which may also exceed the strict requirements of local legislation.

How we conduct our business is underpinned by our Code of Conduct which clearly sets out expectations based on the following principles:

- We interact with each other and those outside the Company with honesty, respect and fairness in accordance with our [Equal Opportunities Policy](#), [Data Protection Policy](#) and [Prevention of Modern Slavery and Human Trafficking Policy](#).
- We use all reasonable measures to protect each other and all those affected by our work from harm in accordance with our [Health and Safety Policy](#), [Fatigue Management Policy](#) and [Drugs and Alcohol Policy](#).
- We aim to consistently deliver an excellent and reliable service to our clients in accordance with our [Quality Policy](#) and [Building Information Modelling Policy](#).
- We act with integrity in accordance with our [Anti Bribery and Corruption Policy](#).
- We do all within our power to care for and protect the environment with respect to our business operations and the services we deliver in accordance with our [Environmental Policy](#) and [Sustainability Policy](#).
- We commit to creating and maintaining a culture in which everyone feels able and encouraged to speak out when something is not right as detailed in our [Whistleblowing Policy](#).

Our commitment to the various Policies identified above, in combination with our personal commitment to ethical conduct as set out by professional institutions such as the Engineering Council provide the framework against which we measure our collective and individual success in maintaining ethical business practices.

Andrew P Hodgkinson

Director

Date: 26 May 2026