

BRETT GROUP ETHICAL POLICY



The Brett Group is a responsible and accountable business, a good neighbour and committed to doing business in a way that makes our customers choose to do business with us again and again.

Fair Treatment of Employees and Equal Opportunities

Our policies and procedures contained in management systems and manuals reinforce the legal requirements concerned with running our business and also includes fairness of treatment and opportunity. Competition Act requirements, employee management and appraisals. These are widely available across each of the Brett Group businesses via our intranet.

- We will promote our Group values of Customer Care, Integrity and Quality and ensure we have high standards and expectations around leadership, team management and general conduct.
- The Group is committed to ensuring people are treated with respect and provide training to raise awareness and sensitivity to issues around equality and dignity at work and 'Treatment of Others' training is conducted regularly.
- Managers will be annually appraised in line with the Brett values.

Fair Competition in the Sourcing of Suppliers

- We will monitor and document key decisions to ensure high standards are maintained in how we conduct our business.
- Suppliers will be treated fairly, negotiating terms and conditions and payment terms without bias.

Ethical Trading Overseas

As a member of the Ethical Trading Initiative (ETI) Brett Landscaping and Building Products Ltd are committed to progressively adopting the ETI Base Code which is based on International Labour Organization conventions and which provides a moral code for the treatment of workers across the world.

- We will continue to actively work with our suppliers and conduct regular audits to ensure compliance with the ETI base code.
- We will require all of our UK landscaping and building products materials suppliers to apply the ETI base code.

Measures

- % of relevant employees trained regarding 'Treatment of Others'.
- % of relevant employees complying with Competition Act reporting requirements.
- % of new Brett Group employees receiving induction training which includes a Brett Group values section.
- % of annual appraisals undertaken.
- % of suppliers of key materials/services with UKAS accredited certification to BS EN 14001, BS EN 9001 and/or BS OHSAS 18001.
- Annual summary produced by Brett Landscaping of ethical training initiatives.

Bill Brett
Group Chairman

