



Ethical Policy Statement

Policy

Authorisation Record	Written by	Reviewed by	Authorised by
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Ethical Policy Statement

A reputation for integrity has been a cornerstone of Responsive Engineering Limited's (REL) business since its foundation. It gives customers the confidence that the company's products meet the standards claimed for them and that they may safely entrust their own materials to REL for processing and safe keeping. Employees at all levels are required to protect REL's reputation for integrity.

REL strive to maintain the highest standards of ethical conduct and corporate responsibility worldwide through the application of the following principles;

- Compliance with application laws and regulations is required as a minimum standard.
- Reputable business practices must be applied worldwide
- Protection of customer intellectual Property at all times
- Excluding the use of counterfeit materials
- Conflicts of interest must be declared and appropriate arrangements made to ensure that those with a material interest are not involved in the decision making process
- Improper payments of any kind are prohibited, similarly no gift whose value is material and which may be interpreted as a form of inducement should be accepted or offered by REL employees
- Reporting of business performance should be undertaken in such a way that senior management is fully and properly informed concerning the business' true performance, risks and opportunities in a timely manner
- Ethical issues must be dealt with in an efficient and transparent manner
- A positive contribution to society as a whole, and specifically the communities in which we operate, must be ensured
- We must seek to influence our suppliers to operate to similar high standards as ourselves

We support the principles set out within the United Nations Universal Declaration of Human Rights and International Labour Organisation Core Conventions.

REL endeavour to ensure natural resources used within our manufacturing portfolio are 3TG conflict free relating to the conflict minerals requirements passed by US congress.

All employees have a duty to follow the principles set out in this policy statement. It is the responsibility of directors and senior management to ensure that all employees who directly or indirectly report to them are fully aware of REL's policies and values in the conduct of the company's businesses. It is also the responsibility of directors and senior management to lead by example and to demonstrate the highest standards of integrity on carrying out their duties on behalf of the company.

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Appendix 1. Amendment Record

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