



Business Ethics Policy

It is the policy of GQS (Global Quality Services) and its business units to focus on the constant need for us all to demonstrate care, honesty, and fairness with everyone we deal with - colleagues, customers, suppliers, persons under the control of the Group, stakeholders, regulators, and the community. By being explicit that we intend our business dealings to be characterised in all matters by honesty and freedom from deception and fraud, our Core Values demonstrate that we find unethical behaviour unacceptable.

Practices which Global Quality Services considers unethical or dishonest include the following:

- Fraud, Bribery or Corruption.
- Deception.
- Clandestine brokering or sharing of tender information.
- Collusion for the purpose of corrupting a competitive tender.
- Payments, gifts or entertainment to GQS employees, agents or representatives to influence decision making.
- Harassment in the workplace.

By always delivering to the highest standard, and by going beyond stakeholder expectations, GQS aims to deliver innovation, safety, quality and service and to be explicit about our message to ensure we deliver.

Should any GQS employee become aware of, or feel that it is being coerced into, becoming involved in any dishonest or unethical practices we will inform our customer or potential customer immediately.

A handwritten signature in black ink, appearing to read 'David Cross', is written over a light grey rectangular background.

David Cross
Managing Director,
GQS