



**Power Lines, Pipes and Cables Ltd (PLPC Ltd)** is committed to ethical business practices, economic development, and enhancing the quality of life for our workforce, their families, and the community.

We implement this policy throughout our business processes and our quality, safety, and environmental management systems. We support the elimination of discrimination in employment and uphold the right of our employees to be members of trade unions. We strive to improve the performance of our suppliers and contractors in terms of labour, environment, and safety. We respect our employees and their human rights.

We actively engage, develop relationships, and communicate with employees, contractors, suppliers, and customers. We support and work in partnership with local communities and charities whenever possible.

To support this overarching Corporate and Social Responsibility Policy, we implement the following individual policies:

- Drugs and Alcohol
- Environmental
- Equality and Diversity
- Anti-corruption and Bribery
- Wellbeing
- Modern Slavery and Human Trafficking

These are supported by grievance, whistleblowing, waste, purchasing, and supplier processes.

The Managing Director has overall responsibility for the coordination, development, and enforcement of the Corporate and Social Responsibility Policy and supporting policies. This policy applies to all permanent and fixed-term staff employed by the company, as well as any contractors, suppliers, consultants, or persons acting under or on behalf of the company. All employees will receive regular training to raise awareness about this policy and its implementation.

All managers and employees are expected to comply with the above and supporting policies. The Managing Director welcomes any information or suggestions from employees on how to improve our corporate and social responsibility performance. Employees can provide feedback through dedicated email addresses, suggestion boxes, or regular meetings.

We will regularly share success stories and case studies to highlight the positive impact of our policies. This policy will be displayed at our Carluke office and on the company website, with distribution to customers, suppliers, or any person, group, or organization upon request. It will be reviewed and updated annually to ensure it remains relevant and effective.

Signed:

A handwritten signature in black ink, appearing to read 'Dale Harrison'.

**Dale Harrison**  
Managing Director

**Last Reviewed:**  
**Next Review Date:**

April 2025  
April 2026



**Power Lines, Pipes and Cables Ltd (PLPC Ltd)** have implemented the following company policies:

- Drugs and Alcohol
- Equality and Diversity
- Anti-bribery
- Company Image
- Modern Slavery & Human Trafficking
- Corporate and Social Policy
- Wellbeing
- Infectious Diseases
- Data Protection

The above policies support the Quality, Environmental and Health and Safety Policies. As part of the arrangements to implement the policies and to demonstrate commitment to our customer's principles and values with regard to CSR, the company have adopted this Code of Ethics and embedded it within the company's management system. This code of ethics and the policies will be communicated to all staff as part of the Induction process.

## **ETHICS: To maintain conformity with principles of transparent company ethics and management**

- **Corruption:**
  - PLPC does not tolerate, permit, or become involved in any kind of corrupt practice, extortion, or bribery in the conduct of its business activities, either in the public or in the private sector. We will comply with our policies, rules, and procedures in connection with the prevention of corruption, bribery, and extortion.
  - No member of PLPC staff shall offer or give government officials, third parties, or any suppliers whether directly or indirectly, gifts, presents, or other unauthorised advantages, as defined in the Anti - bribery policy.
  - PLPC shall abide by the strictest rules of ethical and moral conduct and by international agreements and shall comply with the law applicable to these matters, ensuring the establishment of adequate procedures required for such purpose.
- **Conflict of Interest:**
  - All staff and interested parties shall comply with applicable law and shall not be affected in the event of a possible conflict of interest.
- **Information:**
  - The information owned by all interested parties (eg customers, suppliers, contractors, employees) and disclosed to PLPC shall generally be deemed to be private and confidential information.
  - PLPC have implemented adequate security measures to protect such private and confidential information.
  - The information provided by PLPC, to interested parties, shall be true and shall not be given with the intent to mislead.
  - Information kept is used with consent, for the performance of a contract/working requirements or where required by law.
  - Information is managed in line with PLPC data protection and record management procedures and will not be held for any longer than is necessary.

## **LABOUR PRACTICES: To ensure protection of internationally recognised basic human and workers' rights**

- **Forced labour**



- PLPC prohibit all kinds or forms of forced or compulsory labour, including modern slavery and human trafficking.
- **Child labour**
  - PLPC reject the use of child labour and respect the minimum hiring age limits in accordance with applicable law. We have adequate and reliable mechanisms in place to verify the age of employees.
- **Freedom of association and collective bargaining**
  - PLPC respect the freedom of workers' right to collective bargaining, subject to the law applicable in each case.
- **Equal opportunity and non-discrimination**
  - PLPC reject all discriminatory practices in employment and occupational matters and treat our employees fairly and with dignity and respect. PLPC do not discriminate, exclude or give preference by reason of race, colour, sex, religion, political opinion, national extraction, or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.
- **Fair remuneration**
  - PLPC pay our employees in accordance with the provisions of applicable wage laws, including national living wage, overtime, and social security benefits.
- **Working Hours**
  - Our employees can voluntarily choose to work more than the 48-hour week, as defined in the Working Time Directive, provided they are over 18, by signing an "Opt Out Agreement". Working hours are closely monitored and work patterns managed to prevent fatigue.

**HEALTH AND SAFETY: To provide a safe working environment, complying with the requirements established in connection with the prevention of occupational risks**

- **Employee protection:**
  - Our certificated Occupational health and Safety Management System provides protection of our employees, particularly protecting them from overexposure to chemical, biological, or physical hazards or to tasks demanding excessive physical effort at the workplace.
- **Potential emergency situations:**
  - PLPC have identified and evaluated potential emergency situations at the workplace, including sites. Possible impacts are mitigated by implementing emergency plans, business continuity and emergency response procedures.
- **Training and qualifications:**
  - PLPC provide our personnel with the training and means required to do their work.

**ENVIRONMENT: to maintain an environmentally friendly preventive approach, fostering initiatives to promote enhanced environmental awareness**

- **Environmental Aspects:**
  - Our certified Environmental Management System provides an effective environmental



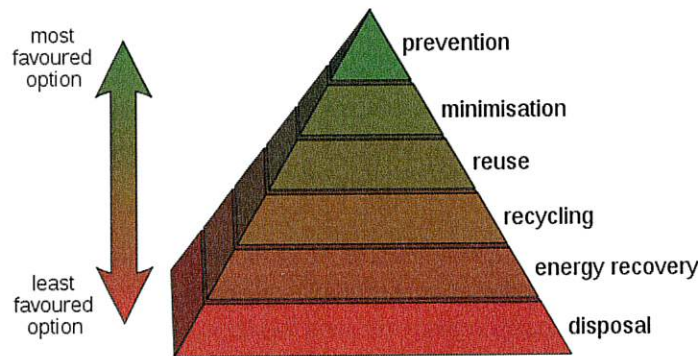
policy that ensures compliance with all obligations applicable under statutory and other industry requirements.

- **Waste and Emissions:**

- PLPC have identified and manage those substances and other materials that present a hazard when released into the environment in order to ensure that they are handled, transported, stored, recycled or reused, and disposed of safely and in compliance with applicable regulations. All waste materials, waste water, or emissions having the potential to adversely affect the environment shall be appropriately managed, controlled, and treated.

- **Sustainable Waste Management**

- Our policy is to use material resources efficiently to cut down on the amount of waste produced. Where waste is generated, dealing with it in a way that actively contributes to the economic, social and environmental goals of sustainable development. This is achieved by the implementation of the following sustainable waste management hierarchy:



**PRODUCT QUALITY AND SAFETY: to promote continual improvement in the quality of the products and services supplied**

- **Legal and Customer Requirements:**

- All products and services delivered by PLPC shall meet the quality and safety standards and parameters required by applicable law, with special emphasis being placed on adherence to agreed prices and delivery dates.

**SUPPLY & SUBCONTRACTING: to ensure compliance with these requirements by parties collaborating with PLPC and their supply/contractor chain.**

- **Value Chain:**

- PLPC shall endeavour to ensure that we only use ethical and legally compliant suppliers and subcontractors, which are subject to guidelines for action substantially similar to those established in this *Code of Ethics*.