



Social and Ethical Policy Statement

It is essential for Tonbane Construction Service Ltd to undertake its activities in a socially, ethically, and environmentally responsible manner. This includes the ethical treatment of employees, customers, associates, contractors, suppliers, and the public.

Tonbane Construction Service Ltd are committed to making continuous improvements in the management of our environmental impact as part of our goal of developing a sustainable business. Tonbane Construction Service Ltd monitor and report on environmental issues and compliance with local legislation.

Tonbane Construction Service Ltd will conduct our operations in accordance with accepted principles of good corporate governance.

Information received by employees in the course of business dealings cannot be used improperly for personal gain or for any purpose except that for which it was given. All employees have the right and the responsibility to resolve doubts or uncertainties about ethical questions or compliance with the law. We also strongly encourage an “open door” policy to bring any such queries, if necessary, to a higher level of management.

At all times, it is our policy to stay within the laws, rules and regulations of the countries, states or other jurisdictions in which we operate. It is our policy to co-operate fully with relevant public authorities and regulatory bodies as appropriate.

The Policy objectives are regularly reviewed and are supported by a few issue-specific policies and procedures, which are regularly audited.

Tonbane Construction Service Ltd strives to ensure that all employees are treated with respect and are appropriately rewarded. Tonbane Construction Service Ltd seeks to operate above the standards laid down by employment legislation and the 1998 Human Rights Act requirements, to implement an effective Equal Opportunities Policy and to acknowledge staff representation.

Tonbane Construction Service Ltd facilitates effective communication with and between its staff by various means.

Tonbane Construction Service Ltd does not tolerate sexual, racial or any other form of discrimination. Employees are encouraged to develop their skills on an ongoing basis

Tonbane Construction Service Ltd aim to recruit, employ, and promote employees on the sole basis of their ability and are committed to developing and enhancing each employee’s skills and capabilities. Our policies are designed to provide employees with safe and healthy working conditions and practices, and to enable everyone to work free from discrimination, harassment or bullying of any kind.

In return Tonbane Construction Service Ltd expect employees to act with integrity and maintain high ethical standards.

Commitment to Recycling:



- Tonbane Construction Service Ltd will recycle paper where possible.
- Tonbane Construction Service Ltd will recycle computer equipment where possible.
- Tonbane Construction Service Ltd will recycle used printer cartridges where possible.

A handwritten signature in black ink on a light blue background.

Signed

Date: 11.10.2022

**Managing Director Responsible for Tonbane Construction Service Ltd
Health, Safety and Environment**