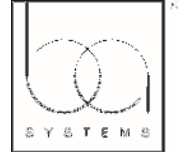


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## Ethical Policy

Our ethical policy has been established to set standards and provide guidelines regarding the way Brass Age Ltd should operate in an Ethical manner.

### **Employees**

Brass Age Ltd values its Employees as a key resource. An atmosphere of good employee communication, involvement and responsibility, both individually and as a team, is of central importance. Each employee has an equal opportunity for personal recognition and career development, regardless of personal background or belief. Any employee, who reports a suspected violation in good faith, will not be subject to retaliation of any kind. No form of discrimination or harassment whatsoever will be tolerated.

### **Customers**

Brass Age Ltd believes that integrity in dealings with customers is a prerequisite for a successful and sustained business relationship. Helpful and responsive action are features of the service we provide to develop long term relations with our customers.

### **Suppliers**

Brass Age Ltd will aim to develop relationships with our suppliers based on mutual trust and all dealings will be conducted in a professional manner at all times.

### **The Environment**

Brass Age Ltd is concerned with the conservation of the environment in its broadest sense, and recognises that certain resources are finite and must be used responsibly. We will therefore aim to improve all aspects of the business in respect of environmental issues.

### **Human Rights**

Brass Age Ltd is committed to the prevention of any violation of established Human Rights of any kind, particularly where child labour or undesirable forced acts are involved.

### **Conflict of interest**

Brass Age Ltd does not tolerate bribery and requires employees to seek to avoid conflicts of interest and to disclose any that do exist.

### **Information**

Information for the purpose of business must be protected against loss of availability, infringement and improper disclosure. This applies also to intellectual property including inventions, trade secrets, technical information, product design, production expertise, customers' information etc.

### **Records**

Honesty, completeness and accuracy of records are vital. Records of transactions are maintained in an accurate, complete, transparent and timely manner in accordance with accounting principles.

Brass Age Ltd fully supports the principles of good corporate governance.

Signature: -

Date: - 07/04/2017

Position: - Health & Safety Director

Review: - 07/04/2018

Printed on paper from sustainable sources

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**Brass Age**