

# ETHICAL BUSINESS PRACTICE POLICY

## Policy Purpose

Delton Contracts Services Ltd is committed to operating its business sustainably, responsibly, and in full compliance with all relevant laws and regulations. We conduct our operations based on principles of trust, honesty, and integrity, respecting the human rights and interests of our employees and stakeholders.

## Scope

This policy applies to all directors, employees, and the entire supply chain of Delton Contracts Services Ltd. It serves as an overarching framework alongside our specific policies on Anti-Bribery, Modern Slavery, and Tax Evasion.

## Core Ethical Principles

### 1. Employees, Human Rights, and Labour Standards

- Fair Treatment: We treat everyone with fairness, dignity, and respect in accordance with the Human Rights Act 1998.
- Labour Rights: We ensure employment is freely chosen. Child labour and forced labour are strictly prohibited. All wages meet or exceed the National Minimum Wage.
- Equal Opportunity: Recruitment and promotion are based solely on an individual's ability to fulfill the job requirements, free from discrimination.
- Health & Safety: We are committed to providing safe and healthy working conditions for all staff and site visitors.

### 2. Zero Tolerance to Bribery and Corruption

The offering, giving, or receiving of bribes is strictly prohibited. We comply fully with the Bribery Act 2010. No employee or contractor may offer any incentive to gain a commercial advantage.

### 3. Zero Tolerance to Fraud

All staff and subcontractors must act honestly. Any "off-the-book" accounting or concealment of improper payments is a fundamental breach of this policy. Suspicions of fraud must be reported immediately via our Whistleblowing Procedure.

# ETHICAL BUSINESS PRACTICE POLICY

## 4. Tax Evasion and Facilitation

We maintain a zero-tolerance stance toward the criminal facilitation of tax evasion. We will not enter into any arrangements that involve the diversion of tax away from relevant authorities or assist any third party in such activities.

## Supply Chain Responsibility

We expect our suppliers, subcontractors, and business partners to adhere to these same ethical standards. We monitor our supply chain to encourage best practices and will cease business with any entity found to be in serious breach of these ethical principles.

## Accountability

Every individual at Delton Contracts Services Ltd is accountable for their actions and responsible for maintaining the reputation of the company. Active participation and cooperation are required to ensure this policy is effective.

**Document Name:** ETHICAL BUSINESS PRACTICE POLICY


**Date Created:** 01/01/2024

**Version Number:** 2 Jan 2026

**Revision Date:** 01/01/2027

**Approved by:** Gurbakhs Singh

**Position:** Managing Director

Approved by	G.Singh Director	Signed: 	Date  6/3/2025
-------------	---------------------	--	----------------------