



INTEGRAL UTILITIES GROUP LTD HEALTH, SAFETY, ENVIRONMENTAL AND QUALITY



ETHICS POLICY

Policy statement: Ethical policies are guidelines for all employees of a company to do the right thing and behave at high standards at all times. Good **ethical practices are based on Trust and Transparency.**

Scope: This policy applies to all employees, contractors, consultants, and part time employees of Integral Utilities Group Ltd.

Purpose: This policy has been created to provide a framework and guidance on the company's approach to achieving and maintaining good business behavior by means of sound ethical conduct. It serves to ensure that all employees are aware of their individual and collective responsibilities with regards to the company's ethics, and to highlights our employees' and customers' expectations to being treated fairly and in accordance with good business practices.

All employees are responsible for reading this document in its entirety and for ensuring that they comply with all the policy requirements as stated within this document. The purpose of this ethics policy is to maintain a culture of openness, trust, transparency and integrity in the company's business practices. Effective ethics is a 'team effort' involving the participation and support of every Integral Utilities Group Ltd. employee.

Integral Utilities Group Ltd. is committed to protecting employees, business partners and suppliers from illegal or damaging actions by individuals, either knowingly, or unknowingly. When Integral Utilities Group Ltd. addresses issues proactively and uses correct judgement, it will help to set the company apart from its competitors and help further enhance its reputation. Integral Utilities Group Ltd. will not tolerate any wrongdoing or impropriety at any time. The company will take the appropriate measures and act quickly where the 'ethical code' is broken.

Integral Utilities Group Ltd. commitment to Ethics:

- that Integrity is one of the company's core values.
- In any business practice, honesty and integrity are of the highest importance.

to have an open-door policy and welcome suggestions and concerns from all employees. This creates an environment that will allow employees to feel comfortable discussing any issues and will serve to alert Directors to concerns within the company.

Employee's commitment to Ethics:

- to disclose any conflicts of interests regarding their position with the company.
- to engage in carrying out the company's mission in a professional manner and in line with the core values of the company.
- to recognise that the main function of the company is at all times to serve the best interests of its current and future customers, and to do this with respect, concern, courtesy and responsiveness.
- to treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practices.
- to treat all persons with respect and consideration, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age or national origin.
- to respect the structure and responsibilities of management, provide them with facts and advice as a basis for decision and policy making, and uphold and implement decisions and policies adopted by management and directors.



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- to demonstrate the highest standards of personal integrity, truthfulness and honesty in all activities in order to inspire confidence and trust in such activities, both internally and externally.
- to strive for personal and professional excellence, encourage the professional development of others and keep up to date on emerging issues affecting the Company.
- to hold paramount the safety, health and welfare of the public in the performance of the company's professional duties.
- to keep the local communities informed about issues which may affect them.
- to collaborate with and support partners in carrying out the company's mission and in line with the company's ethics policy.
- to build professional reputations on the merit of our capabilities.
- not to engage in any business practice or process or with any entity, including potential customers, that does not match the Company's ethical standards.

Governance and Review: Should an employee be in any doubt about a relevant course of action, require clarification on a particular issue, or want to report a potential breach of the Integral Utilities Group Ltd. ethical code, they should report directly to their line Manager/Director. The topic/issue will then be dealt with as quickly and efficiently as possible, and by the Finance or Managing Director if appropriate. This policy will be held within the Integrated Management System and will be reviewed annually to ensure that it remains relevant, both internally with all employees and externally regarding changing social and moral attitudes and business best practice.

Breandan Flynn, Chief Executive Officer

Breandan Flynn

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