



G&A Barnie Group Ltd. is committed to conducting all business activities with the highest standards of integrity, fairness, and responsibility. This policy sets out our expectations for ethical conduct across all areas of our operations and applies to all employees, contractors, and business partners. The company is committed to:

- **Honesty & Integrity** – Acting with honesty and fairness in all dealings with clients, suppliers, subcontractors, employees, and other stakeholders.
- **Compliance with Law** – Meeting all applicable legal, regulatory, and contractual requirements in the areas where we operate.
- **Fair Business Practices** – Avoiding bribery, corruption, anti-competitive behaviour, or conflicts of interest in any form.
- **Respect for People** – Treating everyone with dignity, respect, and equality, free from harassment, discrimination, or bullying.
- **Health, Safety & Environment** – Making decisions that protect people’s health and safety and minimise impact on the environment.
- **Confidentiality & Data Protection** – Safeguarding company, employee, and client information and using it only for its intended purpose.
- **Social Responsibility** – Supporting ethical sourcing, fair labour practices, and the prevention of modern slavery in our supply chain.
- **Speaking Up** – Encouraging employees and partners to report unethical behaviour or concerns without fear of retaliation (refer to Whistleblowing Policy).
- **Commitment to Quality** – Delivering services to a high professional standard, complying with industry standards and continually improving to meet customer expectations

Supporting Policies To uphold these commitments, G&A Barnie maintains the following key policies and statements:

Anti-Bribery & Corruption Policy	Health & Safety Policy
Alcohol & Drugs Policy	ISO 14001, ISO 45001 and ISO 9001 certified
Company Approach to UK Sanctions	Modern Slavery Policy
Corporate Social Responsibility Statement	Personal Data Policy (GDPR Compliance)
Environmental & Carbon Policy	Quality Assurance Policy
Equality, Diversity & Inclusion Policy	Slavery and Human Trafficking Statement
Equal Opportunities Policy	Tax Evasion Policy
Fire Safety Policy	Whistleblowing Policy

Signed By: Alex Barnie

Dated: 13/12/2025

Signed:

Review Date: 13/12/2026

