

# Code of Ethics

DMS Nuclear will conduct its business to the highest standards of honesty and integrity, and will meet all legal requirements.

The purpose of this document is to identify our policies and how we apply them.

## Policies

- Bribery and corruption
- Discrimination in the work place
- Modern day slavery
- Money laundering and tax evasion
- Environmental
- Health & safety

## Employees

Our employees are key to our continued success. We respect and value the individuality and diversity that every employee brings to the business.

- We base our relationships with employees on respect for the dignity of the individual and fair treatment for all.
- We recruit and promote employees on the basis of suitability for the job, without discrimination.
- We ensure effective communication to enable all our employees to perform their work effectively.
- We place the highest priority on the health and safety of our employees and the safety of the environment in which they work.
- We do not tolerate any form of discrimination or sexual, physical, mental or other harassment of any kind towards our employees, whether from our own staff or others.
- We operate fair and just remuneration policies.
- We operate in an environment of trust and as such we do not tolerate any fraudulent or dishonest behaviour by our employees either within the company or in dealing with others.

## Customers

We are committed to delivery of a high quality service to our customers, our reputation and the continued relationships depend on it.

- The quality and safety of the services we provide, and that of our products and processes is paramount and must never be compromised.
- We provide a high level of customer services at all times.
- All customer information is treated as confidential.
- We never deliberately give inadequate or misleading descriptions of our products and services.
- No employee may offer or receive or influence others to offer or receive a bribe.

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## Suppliers and Sub-contractors

We establish mutually beneficial relationships with all our suppliers to ensure they match our high standards in respect of working conditions, trading practices, health and safety and environmental protection.

- We treat our suppliers and sub-contractors fairly and honestly.
- All information concerning DMS Nuclear and its suppliers is treated as confidential.
- No employee may offer or receive, or influence others to offer a bribe.
- We ensure that we are not exploited directly or indirectly by requests to make facilitation payments.
- We do not work with companies that infringe the law or endanger our reputation.
- Suppliers and sub-contractors are required to work to our purchase Terms and Conditions that specify adherence to UK legal requirements.

## Competitors

We are committed to doing business fairly. In all our business dealings we will compete vigorously, but we will also comply with all the laws and regulations protecting the integrity of the market place.

- We do not steal or misuse competitors' trade secrets.
- We do not make false statements about competitors or their services.
- We do not pay bribes to help DMS Nuclear or hurt a competitor.

## The wider community

Our success is dependent on compliance with legal constraints and environmental considerations

- We are committed to operating our business in an environmentally friendly way.
- We ensure our products meet stringent environmental and health and safety specifications.
- We endeavour to ensure that we are not exploited for the purposes of money laundering or tax evasion.

## Training

- All staff will receive training on all our policies as part of their induction.
- On-going training will be given as appropriate.

## Review

- All policies are reviewed, and where appropriate tested, at our regular Management Review meetings, as required by our ISO9001 Quality Management System, ISO14001 Environmental Management System and ISO45001 Health & Safety Management System.



Karl Evans

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