



Ethical Business Policy

IMS-POL-21

Issue date: 07.02.2022

Reviewed as current: 13.01.2026

Responsible individual/team: HSQE

Company Proprietary Information

The electronic version of this procedure is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this manual is uncontrolled, except when provided with a document reference number and revision in the field below:

Document Ref.	IMS-POL-21				Ver	001
Uncontrolled Copy			Controlled Copy	✓	Date	

Lemon Groundwork Solutions (The Company) is committed to ensuring a high standard of Ethical and Environmental Trade Practices, including the provision of safe working conditions and the protection of workers' rights. The Company conducts its business in accordance with the provisions of this Code of Ethical Policy (the Code) and expects its suppliers to observe the Code's provisions and to demonstrate a similar commitment to an ongoing programme of ensuring, and where necessary, improving Ethical and Environmental Practices.

Lemon Groundwork Solutions are therefore committed to the following core requirements:

- The Company will not use any form of forced, bonded or involuntary labour and workers will not be obliged to lodge identity papers or pay any deposit as a condition of work
- Workers will not be subject to physical or verbal abuse or threats or intimidation of any description
- Workers will not be required to work extreme hours or work without adequate rest periods. Training will be given where appropriate to give workers fair opportunity for promotional opportunities should they arise
- The Company will not use workers under the age of 16. The Company accepts the principles of remediation of child labour and under age workers.
- Factories and work sites used by The Company will be safe and hygienic with an adequate number of safe and accessible Fire Exits from all buildings and workers will have access to drinking water
- Workers Life and Limb will not be endangered due to the use of dangerous machinery, unsafe building structure or layout, or hazardous chemicals. Where accidents have occurred, The Company will take appropriate steps to prevent similar accidents occurring in the future
- The Company will pay wages sufficient to meet basic needs and to provide some discretionary income in accordance with minimum wage legislation or industry norms whichever is higher
- The Company promotes a culture of respect and tolerance and aims to create a productive working environment, free from any form of discrimination based on age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation
- The Company will maintain proper and accurate employment records including calculation of pay and hours worked which will be transparent and open to the usual external audit requirements
- The Company will not engage in bribery, corruption or other similar unethical practices in order to gain a competitive advantage
- The Company will communicate this Ethical Policy and commitments to all staff and additionally, to Stakeholders on request.

Paul Hart (Managing Director)



Jan-2026