

## Ethical Policy and Corporate and Social Responsibility Policy

### **Purpose**

Our ethical policy has been established to set standards and provide guidelines regarding the way Interr and its operating divisions should operate in Ethical matters. It is important to retain this set of core values and approaches to the process of doing business on a daily basis.

The Ethical policy focuses around nine key areas as follows:

### **Employees**

Interr values its employees as a key resource. An atmosphere of good employee communication, involvement & responsibility both individually and as a team is of central importance. The personal development and optimum use of employee talent is strongly encouraged.

Every employee has an equal opportunity for personal recognition and career development, regardless of personal background or belief. No form of discrimination or harassment will be tolerated. An important part of this policy is recruiting, selecting, rewarding and promoting people who demonstrate entrepreneurial behaviour and show individual initiative in combination with a high degree of knowledge and experience of our products, markets and culture.

### **Customers**

Everybody must play their part in providing quality and efficiency to customers. Interr believes that integrity in dealings with customers is a prerequisite for a successful and sustained business relationship. Personal contact, helpful and responsive action are features of the service we provide to develop long term relations with our customers.

### **Suppliers**

Interr believes in supporting UK trade and therefore will always endeavour to buy from UK based manufacturing companies. Interr will aim to develop relationships with, wherever possible, local suppliers based on mutual trust and all dealings will be conducted in a professional manner at all times. We also undertake to pay our suppliers on time and according to agreed terms.

### **Community**

Interr seeks to comply with all legislation affecting its operations. We will seek to serve and support the community in which it operates by providing services efficiently and profitably, and by providing good employment opportunities and conditions. We will take into account the concerns of the wider community including the protection of the public as well as both national and local interests. We endeavour to support the trade organisations that are developing a professional attitude toward the industry and promotion of greater understanding of the security industry in the wider community.

### **Human Rights**

Interr is committed to the prevention of any violation of established Human Rights of any kind, particularly where child labour or undesirable forced acts are involved.

### **Social Responsibility**

Interr is committed to and encourages collaboration with organisations that support Fair Trade and operate non-exploitative employment practices in their own businesses and supply chains throughout the world. It will conversely not invest in or do business with any organisation that:

- manufactures or designs weapons, instruments of warfare or torture, or that derives significant revenue from weapons related products or services; or
- manufactures tobacco products or derives significant revenue from tobacco related production.

## Conflict of interest

This policy does not allow bribery or political contributions and requires employees to seek to avoid conflicts of interest and to disclose any that do exist. Employees must ensure that their actions are not affected by conflicts of interests. This covers the receipt of giving of gifts or hospitality which is prohibited.

## Information

Interr regards information for the purpose of its business as a corporate asset which must be protected against loss of availability, infringement and improper disclosure. We seek to ensure as far as reasonably practicable, that this information is protected. This applies also to intellectual property including inventions, trade secrets, technical information, product design, production expertise, customers' information etc.

## Environment

We see it as our duty of care to our clients, employees, investors, partners, and the community at large, to be proactive with our CSR towards environment. In particular, increasing environmental efficiency will remain at the forefront of our consideration as we recognise the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage, recycling, conserving energy or using environmentally – friendly technologies.

## Ethical purchasing

Interr will always seek to purchase goods and services that are produced and delivered under labour conditions that meet the Ethical Trade Initiative and therefore do not involve the abuse or exploitation of any person, conform to essential labour standards and have the least negative impact on climate change.

## Records

Honesty, completeness and accuracy of records are vital. Records of transactions should be maintained in an accurate, complete, transparent and timely manner in accordance with accounting principles. No unrecorded funds or assets should be established or maintained.

Interr believes that implementation of the ethics policy:

- promotes a culture of ethical behaviour throughout the organisation
- sets clear standards for employees
- makes good business sense
- protects the integrity and enhances our reputation
- supports the principles of good corporate governance.

## Policy Review

This policy was last reviewed and agreed by the Board and seeks to be reviewed and updated annually. Any queries arising regarding this policy should be addressed to Mick Tabori.



Mick Tabori - CEO  
March 2020