



#### 1.0 STATEMENT OF POLICY

**TNG Consulting Engineers Ltd** is a responsible business. It is a Company that considers and takes corporate and social responsibility for its business activities A every level. Corporate decisions are made once we have fully considered their effect on our people, our neighbours and the planet; whilst ensuring we adhere to laws and ethical standards.

We expect anyone that we have a business relationship with to follow the same principles; this includes our Clients, business Colleagues, Suppliers, Sub-Contractors and Sub-Consultants.

It is Company Policy therefore, that we shall communicate our expectations to the people and organisations we do business with and shall only choose to work with those that demonstrate sound business ethics, and treat their employees fairly, and with respect and dignity.

#### 2.0 SCOPE

##### a) Responsible Business

TNG expects that any person or organisation we do business with shall:-

- Comply with all applicable statutory instruments and ethical standards;
- Conduct their operations in accordance with the principles of good corporate governance and exercise sound and fair corporate practices;
- Act fairly, honestly, ethically and be trustworthy;
- Not participate in illegal or unethical business practices (including slavery, human trafficking, bribery or corruption);
- Not engage in relationships with individuals or groups that threaten social order or safety;
- Respect the human rights and the interests of Employees, Customers and other third parties;
- Address any actions, behaviours or attitudes that are illegal, unethical or that could cause distress or harm to any other person, living being, the environment or the planet;
- Comply with the General Data Protection Regulations;
- Respect the confidentiality, privacy and dignity of Employees, Customers, Business Partners and other Stakeholders;
- Be good corporate citizens and fulfil the responsibilities to the societies and communities in which they operate;
- Not be a nuisance or cause any distress or harm to their neighbourhood or local community.
- Comply with all applicable environmental legislation.
- Adequately control emissions, resource use, waste and pollution generated by their business.
- Adequately manage cyber security risks.
- Build effective business relationships with a diverse range of businesses and organisations,
- Invest in and make use of innovative technology when it is appropriate.



**b) Employees**

TNG expects that any person or organisation we do business with shall:-

- Comply with all applicable employment and safety legislation;
- Create and maintain a safe and healthy workplace and protect the health and wellbeing of all.
- Respect each other’s rights, customs and traditions including the right to freedom of association, and the right to decide whether or not to join a trade union and negotiate in good faith with the properly elected Employee representatives.
- Set working hours and pay in accordance with all applicable laws.
- Ensure that Employees are treated with dignity and respect and free from threats, violence or exploitation.
- Promote equality and diversity and operate their business free from discrimination, victimisation, and harassment.

**3.0 FAILURE TO COMPLY**

In the event that any person or organisation that we do business with, is found to be working in a manner that is, or could be deemed, illegal, unethical or immoral, TNG shall terminate its business relationship with them. TNG may report any wrong doing to prescribed persons such as the Health and Safety Executive, the Environment Agency and other regulators, or, where justified, elsewhere.

**4.0 DECLARATION**

**This policy is fully supported by the Board of Directors. We will ensure that our Employees, Clients, Business Colleagues, Suppliers, Sub-Contractors and Sub-Consultants are aware of this Policy and understand that they are responsible for observing it.**

Signed:   
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*Russell Pitman, Managing Director*

Date: 12-09-2024  
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This Policy shall be reviewed and resigned annually.