

Nicholsons prides itself on the professional, ethical and law abiding manner in which it conducts its business. The company endeavours to project these principles when conducting business globally.

### **Legal Compliance**

- To abide by the laws which apply to us wherever we are trading and to expect the same of our suppliers.
- To meet local minimum wage and maximum working hours requirements.
- To comply with import and export laws, regulations and procedures that apply to our operations globally, e.g. UK Export Controls, ITAR, Dodd-Frank reporting on Conflict Minerals, REACH.

### **Respect For Human Rights**

- To treat all people with dignity and respect, with zero tolerance of bullying, abiding by our 'equal opportunities' policy, forbidding discrimination and respecting human rights, including the prohibition of child labour.

### **Occupational Health And Safety**

- To take responsibility for the health and safety of our employees, controlling hazards and taking the best reasonably practicable measures against accidents and occupational diseases. We require our employees and suppliers to comply with these minimum standards.
- Our Occupational Health and Safety policy commitment is to continually improve health and safety performance, mindful of employees, customers and suppliers.

### **Environmental Protection**

- To ensure that all our activities lead to a cleaner, healthier and safer environment, carefully managing and minimising waste, emissions and energy consumption and continually improving efficiency of output and use of resources.

### **Fair And Honest Trading**

- To protect our physical and intellectual property and the property of others, which is entrusted to our safekeeping.
- To compete fairly and honestly, prohibiting any form of bribery or corruption.
- To conscientiously abide by our trade agreements.
- To communicate honestly and with integrity.

### **Integrity And Ethics**

- To ensure that our financial records are accurate and clear.
- To strive to act with care and consideration for our community.
- To create a culture where all employees take responsibility for ethical behaviour and are free to raise concerns.

Nicholsons Code of Conduct is communicated to all employees. It is regularly reviewed to be in line with the best practices espoused by our customers in their Supplier Codes of Conduct, which are made available to our employees.