



Ethical Code of Conduct

Section: 2.15

Issue: 2

Review Date: 14/12/2022

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Lea Scaffolding and Access Ltd will conduct their businesses honestly and fairly at all times, complying with all applicable laws and industry standards.

Bribery and Corruption

As detailed in our Anti-Bribery policy, Lea Scaffolding and Access Ltd are committed to ensuring that their businesses operate with the utmost integrity and that they and their employees will not offer, promise or pay bribes to anyone, or request, agree to accept or receive bribes or otherwise breach applicable laws on bribery and corruption.

Competition

Lea Scaffolding and Access Ltd are committed to ensuring the highest standards of competition law compliance within the industry by adhering in all of their business practices to the principle of fair competition and to ensure that they do not engage in conduct which is anti-competitive.

Health, Safety and Welfare

Lea Scaffolding and Access Ltd are committed to work collectively, with clients and the supply chain, to improve the standard of health, safety and welfare throughout its activities. The business is fully committed to the prevention of accidents, injuries and ill health to employees and others who may be affected by their work.

Environment

Lea Scaffolding and Access Ltd are committed to the protection of the environment in which they operate and to continual improvement in the environmental performance of the construction sector in relation to the key issues facing Contractors: energy, waste, water, low carbon construction, biodiversity, community engagement, and materials.

Employment Practices

Lea Scaffolding and Access Ltd support the Construction Industry Joint Council (CIJC) in relation to all matters associated with the CIJC Working Rule Agreement for the Construction Industry as regards an employer's responsibilities to its employees for whom the CIJC Working Rule Agreement is recognised, including terms and conditions, and pay rates and allowances. Diversity of the workforce is a cornerstone of good business. Everyone, regardless of their colour, race, pregnancy and maternity, religion and belief, gender, gender reassignment marital and civil partnership status, sexual orientation, disability or age should and will be treated equally, with fairness, honesty, respect and dignity. All Lea Scaffolding and Access Ltd employees will respect the human rights of everyone working on their behalf and will not tolerate or condone any form of discrimination whether based on so called 'blacklisting' or otherwise.

Supporting our Supply Chain

Lea Scaffolding and Access Ltd are committed to working collaboratively with their supply chain to improve performance and productivity by reducing waste and cost, whilst ensuring certainty of payment and prompt payment.

This Policy will be reviewed annually, to ensure that it reflects current legislation and regulations.

Director	Tom Lea	Signed		Dated	14/12/2022
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