



Ebax.co.uk

House & Garden Service

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CODE OF ETHICS AND BUSINESS CONDUCT

Ebax.co.uk aim to set the standard for ethical conduct. We will achieve this through our behaviour in accordance with our shared values: Integrity, Professionalism, Competence, Respect and Tolerance, Trust, Pride, and Excellence. These Shared Values are the guiding principles that will influence the conduct and decisions of all Ebax.co.uk employees.

MISSION STATEMENT

Integrity: to say what we mean, to deliver what we promise, to fulfil our commitments, and to stand for what is right. And, to be truthful in all our endeavours; to be honest and forthright with one another and with our customers, business partners and suppliers.

Professionalism - act in a manner that is aligned to the highest standards.

Competence - timely, effective and decisive in the execution of responsibilities.

Respect and Tolerance: to treat one another with dignity and fairness, appreciating the diversity of our work force and the uniqueness of each other.

Trust: to build confidence through teamwork and open, candid communication.

Pride: to take pride in what we do and in belonging to the Ebax.co.uk community and take responsibility for our actions, and to speak up, without fear of retribution, and report concerns in the workplace, including violations of laws, regulations and company policies, and seek clarification and guidance whenever there is doubt.

Excellence - always strive for perfection and to do our part to make the communities in which we live and work better. We are proud of our standing and achievements and of the role our company plays in Scotland. Ebax.co.uk "Code of Ethics" is defined in this policy. It is for all of us to live and work by the Code.

OUR COMMITMENTS

For our employees: we are committed to an Ethical Treatment with honesty, just management, fairness, a safe and healthy environment free from the fear of retribution, and respecting the dignity due to everyone.

For our customers: we are committed to provide Exceptional Service and reliable products, delivered on time, at a fair price.

For the communities in which we live and work: we are committed to observe sound business practices and to act as concerned and responsible neighbours.

Owner: we are committed to pursuing profitable growth, without taking undue risk, to exercising financial discipline in the deployment of our assets and resources.

For our suppliers and partners: we are committed to fair competition and the sense of responsibility required of a good customer and team-mate.

□ **We are committed to ethical behaviour in all that we do, Exceptional Service and to maintain the Trust in the name of Ebax.co.uk.**

I thank you for doing your part to create and maintain an ethical work environment and for Setting the Standard.

Ewen Cameron Baxter
Owner