

Ethical Statement

Management Systems Manual

Eland Cables is conscious of our responsibilities as a business. This statement sets out the ethical standards to which the company, its employees, and our extended supply chain are expected to conform in their dealings with customers, suppliers, colleagues, shareholders and the world at large.

We advocate and endorse the principles of human rights, regardless of race, gender, religion, or other status.

Our behaviour and conduct is subject to ongoing review so that, even as we adapt to continue to meet the needs and demands of our customers, our standards are maintained and upheld. Our employees are all provided with training and support to uphold this position.

The ethical statement is directed at ensuring honesty and integrity in all areas of the company's activities, including:

Our Colleagues - All employees will operate within a safe workspace where the necessary training, reviews and protections have been provided for, they are free from acts of harassment or bullying (as outlined in the Bullying & Harassment statement in the Employee Handbook), and where diversity, equity and inclusion are embraced in policy and in actions. All staff will be provided with training to understand these policies and know the reporting and escalation pathways. All decisions on hiring and promotions will be solely based on merit and with due regard to our Equal Opportunities Policy. As a registered Living Wage employer, all employees will be paid a minimum of the Living Wage.

Our Customers - The Company believes that all employees are involved in customer service, including those with no direct contact with customers. The aim of the company is to satisfy the customer each time it makes contact, regardless of the reason. The Company will not attempt to deceive customers with false advertisements or claims about the quality of its products and services. It will not intentionally "hide" costs, always try to provide the best deal for the customer, and be honest and fair in order to develop strong, lasting relationships.

Our Purchasing Actions - The Company will do its best to meet the terms that it has agreed with its suppliers. It will check incoming goods, notify the supplier of any defective products and will endeavour to pay invoices promptly. In return, it expects delivery times to be met and returns to be agreed on in a fair manner.

Our Protections against Fraud, Money Laundering, Bribery & Corruption - Interactions with all stakeholders must meet our high threshold for anti-fraud and money laundering protections, and be free from bribery and corruption (whether actual or perceived). All staff will be trained to recognise the risks and know the reporting and escalation pathways.

Our Data Security Provisions - The Company recognises the value of the data it holds, and the risks and responsibilities it has for its secure management and upkeep. It acts in compliance with GDPR and in line with best practice international standards, as outlined in the Information Security Policy.

Our Supply Chain - Our suppliers will be expected to uphold the same high ethical standards as us, and our collaboration will be determined by their meeting legal and ethical requirements, including on Modern Anti-Slavery, Anti-Bribery, and on Conflict Minerals. Our customers should be assured that the products they purchase are not ethically compromised.

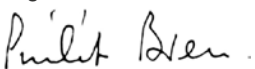
Our Sustainable Procurement Practices - Considerations to sustainable procurement practices will be made whilst never compromising on quality and compliance. The Company will only engage with suppliers who share their commitment to positive environmental, human rights, ethical, and social value actions.

Our Environmental Protections - The Company will show respect for the environment by complying with, or exceeding, the relevant laws and regulations. The company will also ensure that all waste materials are properly disposed of and, where possible, that recyclable materials are reprocessed. More detail can be found in our Environmental Policy and our ESG statement.

Our Legal Commitments

We abide by the laws of the countries in which we operate, and pay all taxes as required by law. The Company and its employees will not knowingly engage in any illegal or underhand activities. It is the duty of all employees to ensure that the integrity of the Company is maintained in all circumstances.

Signed for and on behalf of Eland Cables



CEO

01/03/2024