

ETHICAL POLICY of AFC Europe

Purpose

This policy has been created to provide a framework and guidance on the company's approach to achieving and maintaining good business behaviour by means of sound ethical conduct. It ensures that all employees are aware of their individual and collective responsibilities regarding the company's ethics and emphasises our employees' and customers' expectations of being treated fairly and in accordance with good business practices.

All employees are responsible for reading this document in its entirety and for ensuring that they comply with all the policy requirements as stated within this document.

This ethics policy aims to maintain a culture of openness, trust and integrity in the company's business practices. Effective ethics is a 'team effort' involving the participation and support of every **AFC Europe** employee.

AFC Europe is committed to protecting employees, business partners and suppliers from illegal or damaging actions by individuals, either knowingly or unknowingly. When **AFC Europe** addresses issues proactively and uses correct judgement, it will help to set the company apart from its competitors and help further enhance its reputation.

AFC Europe will not tolerate any wrongdoing or impropriety at any time. The company will take the appropriate measures and act quickly when the 'ethical code' is broken.

Scope

This policy applies to all employees, contractors, consultants and part-time employees of **AFC Europe**.

Policy

AFC Europe Board's commitment to Ethics:

- that Integrity is one of the company's core values
- to set and lead by example. In any business practice, honesty and integrity are of the highest importance.
- have an open-door policy and welcome suggestions and concerns from all employees. This creates an environment that will allow employees to feel comfortable discussing any issues and will serve to alert Directors to concerns within the company.

Employee's Commitment to Ethics:

- to disclose any conflicts of interest regarding their position with the company
- to engage in carrying out the company's mission in a professional manner and in line with the core values of the company, which include integrity.
- to recognise that the company's primary function is to always serve the best interests of its current and future customers and to do this with respect, concern, courtesy, and responsiveness.
- to treat everyone fairly, have mutual respect, promote a team environment, and avoid the intent and appearance of unethical or compromising practices.
- to treat all persons with respect and consideration, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age or national origin
- to respect the structure and responsibilities of management, provide them with facts and advice as a basis for decision and policymaking, and uphold and implement decisions and policies adopted by management.
- to demonstrate the highest standards of personal integrity, truthfulness, and honesty in all activities in order to inspire confidence and trust in such activities, both internally and externally

Always the First Choice™

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- to strive for personal and professional excellence, encourage the professional development of others and keep up to date on emerging issues affecting the Company.
- to always conduct themselves with professional competence, fairness, and impartiality

Company's Commitment to Ethics

- to hold paramount the safety, health, and welfare of the public in the performance of the company's professional duties
- to keep the local communities informed about issues which may affect them.
- to collaborate with and support partners in carrying out the company's mission and in line with the company's ethics policy
- to build professional reputations on the merit of our capabilities and refrain from competing unfairly with others
- not to engage in any business practise or process or with any entity, including potential customers, that does not match the Company's ethical standards.

Governance and Review


Should an employee be in any doubt about a relevant course of action, require clarification on a particular issue, or want to report a potential breach of **AFC Europe's** ethical code, they should report directly to their line manager/Director. The topic/issue will be dealt with as quickly and efficiently as possible by the President if appropriate.

The Directors have overall responsibility for all ethical matters. The operation of this policy and the associated procedures will be monitored and reviewed on a regular basis to ensure that they remain current and applicable to **AFC Europe's** activities. This policy has been endorsed by the Board of Directors, who fully support the implementation of the policy.

Further information

Employee handbook

Health and Safety Manual

Signed :- 

Name :- Keith Kentish

Title:- Executive Vice President

Date :-03 July 2025

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