



**Our reputation is one of our most valuable assets. That's why we demand and maintain the highest ethical standards.**

At Just 1 Source & Supply Ltd, we recognise the obligations we have towards staff, shareholders, customers, suppliers, competitors, and the community as a whole.

### **Ethical policy**

We require all employees to abide by our ethical policy, which prohibits all forms of illegal or immoral behavior. This policy helps us to uphold the reputation of our company and staff, and maintains public confidence in Just 1 Source & Supply Ltd.

We encourage staff to promptly report any potentially illegal, improper or unethical conduct that they become aware of, at their workplace or in connection with their work.

We believe we have an environment that enables staff to raise genuine and legitimate concerns internally.

### **Customers**

We believe integrity is vital when dealing with customers – because that's the key to a long and successful business relationship.

Our aim is to provide products and services that give fair value and consistent quality, reliability, and safety, in return for fair reward.

We also operate an effective and efficient organisation, focused on meeting customer objectives.

We only deal with ISO 9001 certified factories that highlights our target to improve the effectiveness of our quality management systems in order to benefit our customers.

### **Partners and suppliers**

We seek to influence our suppliers to operate to similarly high standards as ourselves, and we conduct regular checks to help make this happen.

To the best of our knowledge, the following codes of conduct are practiced:

No harsh or inhumane treatment is allowed.

Working conditions are safe and hygienic

Child labour shall not be used.

Living wages are paid.

We conduct risk assessments of new suppliers before they supply their first orders to us.



## **Environment**

As a responsible business, we are aware of our impact on the environment. That's why we work in accordance with the environmental management guidelines.

## **Health and safety**

We aim to ensure a safe and healthy working environment for all our employees. We aim to comply with all relevant local legislation or regulations, along with best-practice guidelines recommended by national health and safety authorities.

We liaise with staff about policies and practices, so we can continue to maintain a healthy, safe and enjoyable environment.

## **Community**

We continue to support and encourage all of our employees and businesses to find new ways of helping their community.

**Graham Murray**

**Managing Director**

Dated: 01/01/2026