



## Code of Conduct

**Durkin and Sons is committed to high standards of integrity and sustainability. Durkin has a 'zero tolerance' policy when it comes to unethical business behaviour, such as bribery and corruption. We expect all of our suppliers to adhere to similar standards and to conduct their business ethically. Durkin and its suppliers must comply with all applicable laws and regulations, the requirements set out in this Code of Conduct and contractual obligations placed on us.**

**This Durkin Code of Conduct defines the main principles underlying our business activities and our suppliers.**

### **Human rights**

Durkin and Sons shall

- respect the personal dignity, privacy and rights of each individual;
- refuse to make any person work against his or her will; and
- not tolerate behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

### **Fair labour conditions and child labour**

We shall ensure fair labour conditions. In particular, we will

- refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation;
- respect the rights of employees to freely associate and bargain collectively;
- not tolerate or use child labour in any stage of our activities other than in accordance with all applicable laws and regulations;
- not use any forced labour or involuntary prison labour and allow all employees the choice to leave their employment freely upon reasonable notice;
- compensate employees fairly and follow local wage regulations and / or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs;
- ensure that working hours, including overtime, do not exceed applicable legal limits, and where such limits do not exist, we recommend that working hours not exceed sixty hours per week including overtime; and
- ensure that employees are allowed at least one uninterrupted day off per week.

### **Health, safety and environmental management**

We shall provide a safe and healthy workplace for all of our employees and shall conduct our business in an environmentally sustainable way. In particular, we will

- formally appoint a competent person to manage health, safety and environmental programs and improvements;

