

Company Code of Conduct

1. Purpose

Durkin and Sons Ltd is committed to conducting its business with honesty, integrity and professionalism. This Code of Conduct sets out the standards of behaviour expected of everyone working for or on behalf of the company and reflects our commitment to ethical business practices, legal compliance and respect for people, the environment and the communities in which we operate.

This Code supports our wider management system and should be read alongside the company's associated policies and procedures.

2. Scope

This Code of Conduct applies to all Directors, employees, agency workers, labour-only personnel, subcontractors, suppliers, consultants and any other person acting for or on behalf of Durkin and Sons Ltd.

All individuals are expected to comply with applicable legislation, contractual obligations and the standards set out within this Code.

3. Our Commitment

Durkin and Sons Ltd is committed to:

- Conducting business honestly, fairly and ethically.
- Treating everyone with dignity, courtesy and respect.
- Providing a safe, healthy and inclusive working environment.
- Protecting the environment and promoting sustainable business practices.
- Preventing bribery, fraud, modern slavery and other unethical behaviour.
- Respecting human rights and promoting equality, diversity and inclusion.
- Delivering quality services that meet customer and regulatory requirements.
- Complying with all applicable legislation and contractual obligations.
- Encouraging employees to raise concerns without fear of retaliation.
- Continually improving our management systems and business performance.

4. Standards of Behaviour

Everyone working for or on behalf of Durkin and Sons Ltd is expected to:

- Act honestly, professionally and with integrity.
- Treat colleagues, clients, suppliers and members of the public with courtesy and respect.
- Comply with company policies, procedures and safe systems of work.
- Maintain high standards of behaviour both on and off client premises where representing the company.
- Avoid conflicts of interest and declare any that may arise.
- Protect company assets, equipment, information and reputation.
- Use company property and resources responsibly.
- Maintain confidentiality where appropriate.
- Report concerns relating to unsafe, illegal or unethical behaviour.

5. Health, Safety and Wellbeing

Nothing is more important than the health, safety and wellbeing of those affected by our activities. Everyone is expected to work safely, comply with company procedures, use appropriate personal protective equipment, report hazards, near misses and incidents, and stop work where they believe there is a serious risk to health or safety.

6. Equality, Diversity and Respect

Durkin and Sons Ltd is committed to creating a workplace free from discrimination, bullying, harassment, sexual harassment and victimisation.

Everyone has the right to be treated fairly and respectfully regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

7. Business Ethics

Durkin and Sons Ltd operates a zero-tolerance approach to:

- Bribery and corruption.
- Fraud and financial misconduct.
- Modern slavery and human trafficking.
- The criminal facilitation of tax evasion.
- Theft, dishonesty or deliberate misrepresentation.

Any concerns regarding unethical behaviour must be reported immediately through management or the company's Whistleblowing Policy.

8. Environmental Responsibility

Everyone working for or on behalf of Durkin and Sons Ltd is expected to minimise environmental impacts by preventing pollution, managing waste responsibly, protecting biodiversity, using resources efficiently and complying with environmental legislation and client requirements.

9. Quality and Customer Focus

Durkin and Sons Ltd is committed to delivering work that consistently meets customer expectations and contractual requirements.

Employees are expected to take pride in the quality of their work, follow approved procedures and contribute to continual improvement.

10. Responsibilities

The Directors are responsible for promoting an ethical culture and ensuring this Code is implemented throughout the organisation.

Managers and supervisors are responsible for leading by example and ensuring employees understand and comply with this Code.

All employees and those working on behalf of the company are responsible for maintaining the standards contained within this Code and reporting any concerns promptly.

11. Monitoring and Review

Compliance with this Code will be monitored through audits, inspections, management review, investigations and employee feedback.

Failure to comply with this Code may result in disciplinary action, removal from site, termination of employment or termination of contractual arrangements where appropriate.

This Code will be reviewed annually, or sooner where legislative changes, business developments or operational experience require.

Signed



Ben Murphy, Managing Director

Date
1st July 2026

Review by date
30th June 2027