



# ETHICAL POLICY



**At Capital Concrete we endeavour to operate a responsible and accountable company and are committed to behaving in a way that makes our customers choose to do business with us again and again. This policy provides an overview of the policies, principles and procedures that we have in place to support this commitment, so please take the time to read and understand it and your responsibilities to support it.**

## Fair Treatment of Employees and Equal Opportunities

Policies and procedures, such as our Equal Opportunity Policy and General Harassment Policy reinforce the legal requirements concerned with running our business to ensure fairness of treatment and opportunity for all our employees and to eradicate harm and illegal practices with respect to workers throughout our business.

We promote our Group values of Customer Care, Integrity and Quality and ensure we have high standards and expectations around leadership, team management and general conduct. Managers are annually appraised in line with these values.

## Modern Slavery and Labour Rights

We take a zero-tolerance approach to any form of slavery, human trafficking, child labour and breach of national labour laws and are committed to acting professionally and fairly in all our relationships and business dealings. Our Modern Slavery and Labour Rights Policy puts in place principles and procedures to support this commitment. Our Modern Slavery Act statement is published annually on our corporate website detailing our work in these areas.

## Anti-Corruption and Bribery

We take a zero-tolerance approach to any form of bribery or corruption and are committed to acting professionally and fairly in all our relationships and business dealings wherever we operate. Our Anti-Corruption and Bribery Policy puts in place principles and procedures to support this commitment.

## Sourcing of Suppliers

All new suppliers must be approved through our QHEST or Avetta systems or new supplier questionnaire process. This approval process checks compliance with the Modern Slavery Act 2015 and anti-corruption legislation to ensure that our supply chain upholds the same standards and ethical practices as ourselves.

## Fair Competition

Our Competition Policy and Procedures ensure our compliance with competition law. Compliance is not only a legal requirement but is also essential to our brand and reputation and the long-term success of our business.

## Training

Training is provided to raise awareness and sensitivity to issues around equality and dignity at work. An online training programme is also in place to ensure that all relevant employees receive training in the areas of Modern Slavery, Anti-Corruption and Bribery and Competition compliance.

Bill Brett  
Group Chairman

[capitalconcrete.co.uk](http://capitalconcrete.co.uk)

