G R Carr

Mechanical Engineering Services

The G R Carr Code of Conduct

All employees and officers of G R Carr (Essex) Ltd are ambassadors and must therefore conduct themselves in a manner that upholds and enhances the reputation of the company.

All Employees and officers of the company shall conduct their professional work and relationships with integrity and objectivity, and with due regard for the welfare of the people, the organisations and the environment with which they interact.

All Employees and officers of the company shall:-

- Act with due skill, care and diligence, and with proper regard for professional standards.
- Prevent avoidable danger to health and safety.
- Act in accordance with the principles of sustainability, and prevent avoidable adverse impact on the environment and society.
- Maintain and enhance their competence, undertake only those tasks for which they are competent, and disclose relevant limitations of competence.
- Accept appropriate responsibility for work that they carry out and that may be taken under their supervision.
- Treat all persons fairly, equally, and with respect.
- Encourage others to advance their learning and competence.
- Avoid where possible real or perceived conflicts of interest and advise affected parties when such conflicts arise.
- Observe the proper duties of confidentiality owed to appropriate parties.
- Reject bribery and all forms of corrupt behaviour, and make positive efforts to ensure others do likewise.
- Assess and manage relevant risks and communicate these appropriately.
- Assess relevant liability, and if appropriate ensure that these risks are managed or mitigated.
- Notify the company if convicted of a criminal offence.
- Notify the company of significant violations of this code of conduct by others.

Signed

Date: 6th January 2022

Stephen Gilliland
Director

John Riley
Director

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