



Corporate & Social Responsibility Policy

Code of Conduct

Introduction:

At R & G Precision Engineering Ltd, we are committed to conducting our business with the highest standards of integrity, ethics, and professionalism. This Code of Conduct outlines the principles and guidelines that all employees, contractors, and representatives R & G Precision Engineering Ltd are expected to adhere to.

1. Compliance with Laws and Regulations:

All employees must comply with applicable laws and regulations governing our business operations. It is the responsibility of everyone to be aware of and adhere to the legal requirements relevant to their job responsibilities.

2. Ethical Behaviour:

We expect all employees to act ethically and with integrity in all business dealings. This includes honesty, transparency, and fair dealing with colleagues, customers, suppliers, and other stakeholders.

3. Conflicts of Interest:

Employees must avoid situations that may create a conflict between their personal interests and the interests of the company. If a potential conflict arises, employees must disclose it to their supervisor or the appropriate party.

4. Workplace Respect and Diversity:

We are committed to providing a workplace free from discrimination, harassment, and retaliation. All employees are expected to treat each other with respect and dignity, embracing diversity and promoting a positive work environment.

5. Health and Safety:

Ensuring the health and safety of all employees is a top priority. Employees must follow safety guidelines, use appropriate protective equipment, and report any unsafe conditions to their supervisor.

6. Environmental Responsibility:

We are dedicated to minimizing our environmental impact. Employees should strive to reduce waste, conserve resources, and comply with environmental regulations.

7. Protection of Company Assets:

Employees must use company assets, including information, technology, and facilities, responsibly and only for legitimate business purposes. Unauthorized use or disclosure of company information is strictly prohibited.

8. Reporting Violations:

Employees are encouraged to report any suspected violations of this Code of Conduct or unethical behaviour through the proper channels without fear of retaliation. Reports can be made to supervisors, managers, or through the designated reporting mechanisms.



9. Consequences of Violations:

Violations of this Code of Conduct may result in disciplinary action, up to and including termination of employment.

Conclusion:

By adhering to this Code of Conduct, we contribute to the success and reputation of R & G Precision Engineering Ltd.

Every employee plays a crucial role in upholding our values and maintaining a positive and ethical work environment.

R & G Precision Engineering Ltd

13th November 2023