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ETHICAL CODE OF CONDUCT

TFL Scaffolding Ltd is committed to doing business in a sustainable, responsible and ethical manner with our customers, suppliers, business partners, local governments and communities, shareholders and employees alike, building lasting relationships based on trust and underpinned by our core values of integrity, honesty and respect for the law

The way in which we conduct ourselves has a significant influence upon the reputation of TFL Scaffolding Ltd and its people.

TFL Scaffolding Ltd's good reputation plays a vital part in maintaining the trust and confidence of those with whom we deal and is one of the key components of working in partnership.

We respect human and labour rights and provide equal, merit-based opportunities to all our employees, valuing their diversity and rewarding them fairly.

We are fair and honest with our customers, suppliers and business partners, only engaging with those who share our commitment to ethical business practices.

We respect confidential information and are professional in all our communications in-house and with third parties.

We avoid conflicts of interest, are alert to and promptly report any suspected incidents of fraud.

We demand high ethical standards be maintained in the conduct of our business activities.

Corruption, bribery, unfair or anti-competitive practices and slavery, servitude, forced and compulsory labour and human trafficking within TFL Scaffolding Ltd or anywhere within its supply chain will not be tolerated.

We will compete vigorously, honestly and in accordance with competition law. In any contact with competitors our people are required to avoid discussing proprietary, confidential or commercially sensitive information.

These principles of business conduct and business behaviour apply to all our people within the company.

Signed:

Robert Tirrer

Name: Robert Turner

Position: Director

Date: 02/01/2024