

STARK ELECTRICAL SOLUTIONS LTD.

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Corporate Social Responsibility Policy (CSR) & Ethics Policy

This policy demonstrates the company's commitment to CSR and the development and implementation of long term strategic aims and objectives across the company as a whole. The company will endeavour to conduct all business activities in a professional, balanced manner whilst responding to our social, legal and ethical responsibilities that arise from our business activities both local and nationally.

The company is committed to achieving, implementing and developing progress for the long term success of all parties such as, staff, contracted staff, supply chains and potential supply chains for long term mutually beneficial relationships.

It is the policy of Stark Electrical Solutions Limited to ensure that employees of the company conduct their business in an ethical manner which not only meets the requirements of the law but also maintains the highest standards of morality and honesty in the pursuit of everyday business activities.

The managing director fully recognises and understands his obligation to carry out business affairs in an ethical manner as being the person within the organisation who has the overall responsibility for all matters relating to the ethics of the company.

Whilst Stark Electrical Solutions Limited will do all that is within its power to ensure the company maintains ethical business practices, it is recognised that it is the responsibility of each and every individual member of staff to act in an ethical and honest manner. It is the duty of each employee to ensure that they follow these high standards of honesty and integrity and to report any situation which they consider may impinge on the ethical behaviour of the company.

Where necessary, Stark Electrical Solutions Limited will provide all employees with any training that may be necessary to carry out their tasks honestly and ethically. However, if an employee is unsure how to perform a certain task or feels it would be detrimental to the ethics of the company to perform a specific job then it is the employee's duty to report his concerns to the managing director. Stark Electrical Solutions Limited will not place business with any particular supplier nor exclude any other from providing goods or services on the grounds of favouritism or preference based on any consideration other than good value, service and a proven ability to meet its high standards and specifications. Stark Electrical Solutions Limited Ltd shall ensure that this policy will be continuously monitored and updated as and when changes in the scale and nature of our operations occur. The above points will be reviewed and updated on a regular basis to ensure the points are relevant, realistic and implemented.

Signed: Ian Stark

Dated: 30/08/18

Reviewed 10.07.2023 by I. Stark (No changes made).

Reviewed and updated the company address 11.01.2024.

Reviewed 13.01.2025 by Ian Stark – no changes made.