

Code of Conduct – Business Ethics

This Code of Conduct is a set of principles to guide us in the way we carry out our day to day business in relation to dealing with our customers, our suppliers, our competitors and our own personal interests.

This applies to all members of Hire Safe Solutions Ltd and the company's executives and full time, part time and temporary employees.

Each one of us has a personal responsibility to understand and follow this Code of Conduct. The consequences of not complying with this Code can be very serious for any individual concerned and also for the company and could result in criminal liability.

Hire Safe Solutions will not act dishonestly and will not deceive anyone.

We will act responsibly to our customers, always ensuring fair and honest competition in our efforts to win business, and similarly in carrying out our duties in all the contracts we carry out for them.

We will not offer, promise or give any illegal or unethical financial payments to anyone in order to obtain business or an improper advantage.

We will not make arrangements with competitors to set prices or allocate customers. Nor will we share information with competitors or seek information that is not in the public domain.

No employee or agent of the company may use his/her position to solicit gifts or favours from others.

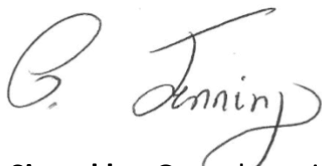
All employees are required to report any potential or actual breaches of applicable laws or this Code. Employees are also required to report any request to do something which might be a breach. Reports can be made to your Line Manager or any member of the Management team.

Disciplinary action will be taken against any employee who is found to have breached this Code and could result in termination of employment.

Some examples of breaches of this Code are as follows:

- Offering bribes or improper payments
- Claiming against our client for something we are not entitled to
- Making false insurance claims
- Providing hospitality to clients if it improperly influences business decisions or breaches their own rules on hospitality (All hospitality must be authorized in advance by a Director of the company)
- Any conflict of interest between an employee and the company
- Cover pricing or bid rigging.

This is not a complete list, but by acting with integrity at all times we ensure no breach occurs.



Signed by: Gerard Jennings (MD)

Date: 28th June 2018