



Ethical Trading Policy

12/09/2023

SPEAR-UK recognises that our commercial activities have potential to impact on our trading partners, our employees and local community.

We will strive to ensure that our impact should be beneficial to all that interact with us.

To this end SPEAR-UK adheres to the following tenets in its commercial activities:

- We adopt the highest standard of integrity in all our business dealings and relationships
- We promote positive trading relationships through our dedication to honesty, clarity and impartiality
- We respect complete confidentiality in our trading relationships and expect this to be mutual
- We support the payment for goods and services in accordance with contractually agreed terms
- We support the sourcing of services, goods and materials that are deemed to minimise the environmental impact of conducting business
- We understand and comply with our corporate responsibility and reject any practice that might reasonably be deemed improper
- We are committed to ensuring that our employment practices and the enforcement of corporate regulations ensure the protection of the rights of all those who work for us

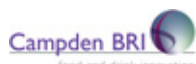
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