

**ENGINEERED SYSTEMS (ELECTRICAL) LTD**  
**Unit 1 Waterside Industrial Park, Waterside Road,**  
**Leeds, LS10 1RW**

**ETHICAL TRADING POLICY**

**PURPOSE:**

ENGINEERED SYSTEMS (ELECTRICAL) LTD understands that Ethical Trading means that we must look beyond purely economic objectives and minimum legal requirements and consider the wider implications of our business decisions.

**SCOPE:**

This ethical trading policy defines the standards for how the company conducts its business, particularly regarding its suppliers and supply chain, ensuring fair labour practices, safe working conditions, and environmental responsibility. It essentially outlines the ethical principles and values that a company adheres to, extending beyond legal compliance to encompass a broader commitment to social and environmental well-being.

**CONTROL MEASURES:**

ENGINEERED SYSTEMS (ELECTRICAL) LTD is committed to monitoring social standards in our supply chain, and we encourage our suppliers to operate by the same ethical standard we employ ourselves. We believe strongly in ethical principles and good stewardship and as such we consider the following as ethical trading criteria:

- Safe and hygienic working conditions.
- Child labor or exploitation is not used.
- Fair wages which are comparable to industry standard and always exceed the minimum wage.
- No deductions from wages as a disciplinary measure.
- Working hours are not excessive.
- No discrimination is practiced and no harsh, cruel, or degrading treatment or practices are permitted.
- No bribery, corruption, blackmailing, or bullying is permitted.
- Third Party Suppliers and buyers are both free to sell and buy from any number of other businesses. No restrictions, as a way of guaranteeing business, are allowed.
- All employment is freely chosen.

ENGINEERED SYSTEMS (ELECTRICAL) LTD is committed to demonstrating its ethical and social responsibility credentials to enable customers to make informed choices about whose services they purchase.

**CONSEQUENCES OF NON-COMPLIANCE:**

If non-compliance is found at any place of production, we require the supplier or other business we work with to implement a corrective action plan within a suitable time limit.

Where we find that our suppliers or other companies that we work with have breached this policy, committed repeat violations or failed to take corrective action within a suitable time limit, may lead to termination of any working agreement or contract with them.

**Signed by the executive responsible for Compliance:**



**Michael Keith**  
**Managing Director**  
**Date: 28<sup>th</sup> August 2025**