



SUB MARINE SERVICES LTD

IMPARTIALITY & ETHICAL BEHAVIOUR POLICY STATEMENT

Staff and Sub Contractors of Sub Marine Services Ltd (The Company) are appointed on merit on the basis of fair and open competition and are expected to carry out their role with dedication and a commitment to The company and its core values: integrity, honesty, objectivity and impartiality. In this code:

- 'integrity' is putting the obligations of The Company above your own personal interests
- 'honesty' is being truthful and open
- 'objectivity' is basing your advice and decisions on rigorous analysis of the evidence
- 'impartiality' is acting in a way that is free from favouritism, self-interest, bias or deception.

These core values support good company practice and ensure the achievement of the highest possible standards in all that the The Company does. This in turn helps The Company to gain and retain the respect of customers, suppliers and the public.

The Impartiality, Ethical Behaviour Policy & Modern Slavery Policy, which forms part of the Operating Procedures Manual, sets out the standards of behaviour expected of The Company, staff and contractors.



John Duffy
Operations Director

Last Reviewed 29th July 2019