

Ethical Trading Policy.

Reference:	ALP-HR-POL-0016	Issue No.:	2025-5	Date of Issue	17/07/2025
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Ethical Trading Policy

The principles adopted by Alpine Fire Engineers Ltd in this policy document are based on the Internationally accepted standards set out in the Ethical Trading Initiative (ETI) Base Code of Labour Standards. Alpine will, as far as is reasonably practicable, ensure that they, and their suppliers and their sub-contractors, comply with the stated policy requirements:

1. Employment is freely chosen

There is no forced, bonded or involuntary prison labour. Workers are not required to leave deposits or their identity papers with their employer and are free to leave their employer after reasonable notice.

2. Working conditions are safe and hygienic

A safe and hygienic working environment shall be provided. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work. Access to clean toilet facilities and to potable water, and if appropriate, sanitary facilities for food storage shall be provided. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers. The company observing the code shall assign responsibility for health and safety to a senior management representative.

3. Child labour shall not be used

There shall be no recruitment of child labour.

Companies shall develop or participate in programmes which provide for the transition of any child found to be performing child labour, to enable that child to attend and remain in quality education until no longer a child. Children and young persons under 18 shall not be employed at night or in hazardous conditions, and as a minimum meet national legal standards.

4. Living wages are paid

Wages and benefits paid for a standard working week must meet; at a minimum, national legal standards or industry benchmark standards, whichever is higher.

All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages, not provided for by national law, be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

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5. **Working hours are not excessive**

Working hours shall comply with national laws and benchmark industry standards, whichever affords the greater protection. In any event, workers shall not, on a regular basis, be required to work in excess of 55 hours per week and shall, on average, be provided with at least one day off for every period. All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate.

Working hours should meet national legal or industry benchmark standards as a minimum.

6. **No discrimination is practiced**

There shall be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on age, disability, gender reassignment or identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation or political affiliation.

7. **Regular employment is provided**

To every extent possible work performed must be on the basis of a recognised employment relationship established through national law and practice. Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub- contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

8. **No harsh or inhumane treatment is allowed**

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment verbal abuse or other forms of intimidation shall be prohibited.

The provisions of this policy constitute minimum and not maximum standards. Suppliers and their sub-contractors signing up to this policy are expected to comply with national and other applicable law, and, where the provision of law and this policy address the same subject, to apply that provision which affords the greater protection.

It is expected that suppliers and their sub-contractors will be able to demonstrate that the above policy is being adhered to. Suppliers and their sub-contractors should also endeavour to distribute this policy across their businesses and to promote awareness understanding amongst their employees

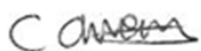
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9. Freedom of association and the right to collective bargaining are respected

Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.

The employer adopts an open attitude towards the activities of trade unions and their organisational activities.

Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace. Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.



C Owens
Group CEO

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