



Ethics Policy

Introduction and Aim

Pennine-Pack Ltd is a privately owned business based in Hebden Bridge, West Yorkshire. It offers:

- Environmental Consultancy through The Green Business Network.
- IT Consultancy,
- Packaging Compliance to companies obligated by the Producer Responsibility Obligations (Packaging Waste) Regulations through its three packaging compliance schemes: Pennine-Pack, Pennine-Pack (NI) and Ethical Compliance.
- Operates the Investors in the Environments Environmental Accreditation Scheme in the Yorkshire and Humber region.

Integrity and honesty are core values for Pennine-Pack Ltd. It is our aim to provide an easy and ethical service to our customers and to operate our business with the highest standards of ethical and professional behaviour.

Responsibility

This ethics policy applies to all of our operations. **Jane Mooney** is responsible for ensuring that the policy is implemented. However all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

We are committed to:

- Conduct our business with the highest standards of professionalism, integrity and honesty that we can.
- Serve the best interests of our current and future customers, and do this with respect, concern, courtesy and responsiveness.
- Comply with UK law and regulations.
- Hold paramount the safety, health and welfare of employees, customers, suppliers and the public in the performance of our business.
- Treat everyone with respect, regardless of their race, religion, gender, sexual orientation, family status, disability, age or national origin.
- Make a positive contribution to the communities in which we operate, and keep these communities informed about issues which may affect them.
- Refrain from competing unfairly with other businesses.
- Promote a culture of open communication, dedication, integrity, honesty, compassion and creativity.

Pennine-Pack Ltd.

Registered Office: 15, Hebden Bridge Town Hall, St. George's Street, Hebden Bridge HX7 7BY
Tel: 01422 417 371 . Email: info@pennine-pack.co.uk . Co Reg No 6929701



- Avoid any conflicts of interest in the conduct of our business.
- Respect and hold confidential any privileged information which we have access to.
- Strive for personal and professional excellence and encourage the professional developments of others.
- Work to continuously reduce our environmental impact.
- Not engage in bribery, or any activity which may be construed as bribery.

Jane Mooney
July 2018

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