

ETHICAL TRADING POLICY

Brenmar are committed to this policy and will conduct business in an ethical, legal and socially responsible manner. This commitment extends to suppliers and other associated external resources with which we chose to do business. We will purchase goods and services to the highest standards of ethical and environmental trade practices to include the provision of safe working conditions and the protection of workers across our supply chain. Brenmar conducts business in accordance with the Ethical Trading Initiative Base Codes.

Our policy is committed to:

- Act in an ethical manner and comply with statutory and legal requirements, promoting good labour and ethical standards in the supply chain of goods and services.
- Form an evaluation and selection criteria for all goods purchased by, and services provided to Brenmar through detailed analysis of external providers, researched and documented information.
- Encourage suppliers to follow a Code of Conduct based on the code developed by the Ethical Trading Initiative (ETI), which is an alliance of companies, non-governmental organisations and trade union members who are working towards worldwide ethical standards of trading. Whilst Brenmar is not a full member of the Ethical Trading Initiative alliance, Brenmar fully endorses their principles.

This policy forms a formal part of the organisations quality management principles and will be subsequently communicated and reviewed at regular intervals. The policy will be communicated to all relevant internal and external parties within the business. It is our commitment to continually improve through monitoring and measuring the resulting objectives and targets and the programme management of this policy.

Signed



Mark Harvey

Director

December 2025