



OUR ETHICS AND HOW WE OPERATE AS A BUSINESS

Astrantia People Consulting Limited is committed to behaving and operating in a responsible business way. We aim to promote and maintain the highest possible ethical standards in relation to our business activities. And, it is of course, really important that we maintain lawful business practices. What does that mean?

We want to protect and promote human rights and the basic freedom of the people connected to our business.

We will not enter into any business arrangement with any person, company or organisation that we believe fails to uphold the human rights of its people, or who breaches the human rights of anyone affected by that company's business activities.

We are committed to conducting our business with integrity and ethically. Hopefully it goes without saying that we will comply with all relevant employment legislation and regulations. Having said that, we see complying with employment legislation as a minimum standard.

We want to work with organisations that think the same as us. Companies that:

- do all they can to build, and maintain, positive relationships with their employees, clients, suppliers and the community they are a part of;
- provide a working environment that is free from all forms of discrimination, harassment and bullying;
- follow applicable workplace health and safety rules and regulations;
- oppose the use of slavery and human trafficking in all forms, and any attempt to control or reduce freedom of thoughts, conscience and religion; and
- are committed to keeping their environmental impact to a minimum.

We hold as fundamental to our success, the trust and confidence of the people and organisations we work with. Conflicts of interest have the potential to undermine that. As a result, our Anti-Bribery Policy sets out the steps we take to make sure we minimise that risk. Any information received by people connected with our business will not be used for any personal gain, or for any purpose beyond that it was given to us for.

If you have any questions or require any further information about any aspects of this Policy, or about the procedure we follow, please do contact Sam Baker, Director of Astrantia People Consulting Limited by email at sam@astrantiapeople.co.uk

This Policy was last reviewed and updated: January 2025.