

## **Code of Conduct**

### **Section 172 statement**

In discharging our section 172 duties, the directors of the Aliaxis UK companies are required to have regard, among other matters, to the likely consequences of any decisions in the long-term; the interests of the Company's employees; the need to foster the Company's business relationships with suppliers, customers and others; the impact of the Company's operations on the community and environment; the desirability of the Company maintaining a reputation for high standards of business conduct; and the need to act fairly between members of the Company.

In addition to the above, we also have regarded other factors, which we consider relevant to the decision being made. Those factors include the interests and views of stakeholders and our relationship with regulators. The Directors acknowledge that every decision it makes will not necessarily result in a positive outcome for all of the Company's stakeholders. By considering the Company's purpose and values, together with its strategic priorities including the risk management and having a process in place for decision-making, the Directors do however aim to make sure that its decisions are consistent and predictable.

Our employees are fundamental to the success of the business. We aim to be a responsible employer in the approach that we take towards the pay and benefits that our employees receive and like to develop an environment where our employees feel valued and engaged in the business. The health, safety and well-being of our employees is a primary consideration in the way we do business. The Company is committed to a policy of equal opportunities for all employees. The employee involvement in meeting the Company's aims is encouraged at all levels through communication, consultation and the employee suggestion scheme.

The Company seeks to build long term relationships with its customers and suppliers through regular communication, good customer service, support and quality control. We aim for the high ethical values the company apply to be held by our customers and suppliers.

As a fully owned subsidiary in the Aliaxis Group, we work with the parent companies and other subsidiaries for the benefit of the Group, through regular communication reporting and planning.

Every year the Company reviews its policies to ensure that these are consistent with the long term business aims including its environmental policy. The company looks for and implements ways of reducing its impact on the environment.

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