

ASCO Engineering Ltd. are committed to strong ethical principles that support good moral judgment, sound business practice, and our corporate values. Acting ethically strengthens our reputation, supports our long-term business strategy, and reflects our responsibility to employees, customers, and the wider community.

Our policy is based on the following principles:

- **Minimising negative impacts and maximising the benefits** that our operations have on the environment and the people affected by our activities.
- **Embedding ethical considerations** into all business decisions, processes, and practices.
- **Complying with, and where possible exceeding**, all applicable legislation, regulations, industry standards, and codes of practice relating to ethical behaviour.
- **Maintaining the highest standards of integrity and fair trading** in our relationships with suppliers, customers, and partners.
- **Continually improving our ethical performance** through regular review, monitoring, and employee engagement.

We **fundamentally oppose the exploitation of workers** and will not tolerate forced labour, bonded labour, or any form of labour involving intimidation, physical, verbal, or psychological abuse. We do not accept human trafficking, or the exploitation of children or young people, within our business or supply chain. We will take all reasonable and practical steps to ensure that these standards are upheld.

In developing this policy and the associated strategy, our aim is to deliver **ongoing, measurable improvement** in our ethical performance. Our approach will continue to evolve as we review outcomes, learn from experience, and adapt to emerging best practices.



Signed: _____

Shaun Deegan
Chief Executive Officer (CEO)
Asco Engineering Ltd.