



## STATEMENT OF CORE PRINCIPLES

AFE Group Ltd is committed to acting ethically and responsibly in all its business relationships and its dealings with all stakeholders. Our Core Principles, set out below, drive detailed policies, both at a Group level and within our individual business units.

- Our shareholders - We are ultimately accountable to our shareholders and our aim is to maximise shareholder value over time and to manage risk appropriately.
- Our employees - We apply an equal opportunities policy to foster fair treatment of our employees. We insist on the highest standards of health and safety in the workplace, and expect all businesses and employees to adhere to these principles.
- Our customers - We seek honesty and fairness in our dealings with customers, strive to meet agreed standards of safety and quality in our products and services. We work to develop products which help our customers achieve their own environmental and health and safety objectives
- Our suppliers - We seek honesty and fairness in our dealings, including payment of creditors. We do not offer, pay or accept bribes.
- Our communities - We seek to be sensitive to the cultural, social and economic needs of the communities in which we operate.
- Our environment - We work to minimise the environmental impact of our operations and to enhance the sustainability of our products.
- This policy should be operated in conjunction with the AFE Group Code of Conduct and Anti Corruption, Fraud, Bribery and Ethics policies.

These principles are regularly reviewed and endorsed by the Group Managing Director of AFE Group Ltd. Further copies, and the detailed policies they support, are available from your Human Resources Department.

If you wish to contact the **Group Managing Director** regarding our Core Principles, you can write to the registered office address, 35 Bryggen Road, North Lynn Industrial Estate, Kings Lynn, Norfolk, PE30 2HZ. Alternatively, they can be contacted by e-mail at [info@theafegroup.com](mailto:info@theafegroup.com) or by telephone on 01553 817 554.

A handwritten signature in black ink, appearing to read 'Tim Smith', with a stylized flourish at the end.

**Tim Smith**  
**Chief Executive Officer**  
**AFE Group Ltd**