

Ethics Charter

At Flowcrete we take into account the interests of people, including our employees, our customers, our partners, our suppliers, our funders, our shareholders as well as the community and the environment in which we operate.

Employees

Flowcrete respects the dignity and rights of all employees. We:

- Provide clear and fair terms of employment
- Provide clean, healthy and safe working conditions
- Have a fair remuneration policy everywhere we operate
- Strive for equal opportunities for all present and potential employees
- Encourage employees to develop skills and progress in their careers
- Do not tolerate any sexual, physical or mental harassment of our employees
- Do not discriminate on grounds of colour, ethnic origin, gender, age, religion, political or other opinion, disability or sexual orientation
- Do not employ underage staff
- Do not allow staff to work excessive hours

Customers & Partners

Flowcrete treats its customers with respect. We:

- Seek to be honest and fair in our relationships with our customers and our partners.
- Provide the standards of products and services that have been agreed
- Take all reasonable steps to ensure the safety and quality of goods and services we provide.
- Have a policy not to offer, pay or accept bribes or substantial favours
- Encourage partners to abide with this charter

Suppliers

Flowcrete treats its suppliers with respect. We:

- Seek to be honest and fair in our relationships with our suppliers.
- Have a policy not to offer, pay or accept bribes or substantial favours
- Pay suppliers in accordance with agreed terms
- Encourage suppliers to abide with this charter

Community and Environment

Flowcrete seeks to be a good corporate citizen respecting the laws of the countries in which we operate. We:

- Aim to make the communities in which we work better places to live and do business
- Aim to be sensitive to the local community's cultural, social and economic needs
- Endeavour to protect and preserve the environment where we operate

Funders and Shareholders

Flowcrete is responsible to those who provide its funding. We:

- Are financially accountable to our funders and shareholders
- Communicate to our funders and shareholders all matters that are material to an understanding of the future prospects of the company
- Aim to protect shareholders fund, manage risks and ensure that funds are used as agreed

Employee Commitment

We will do all in our power to conform to the letter and spirit of this charter
Please note that 'we' includes you – i.e.: every member of the Flowcrete Team.